

# **2023-2024 Budget Estimates**

## **Volume of Additional Information**

**Education, Employment and Training Committee**

**August 2023**

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## Correspondence regarding leave to attend and ask questions at the hearing

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1.	Letter from Jon Krause MP, Member for Scenic Rim dated 19 June 2023
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4.	Letter from David Crisafulli MP, Leader of the Opposition, Shadow Minister for Tourism dated 10 July 2023
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# Jon KRAUSE MP

Member for **Scenic Rim**

19 June 2023

Ms Kim Richards MP  
Chair  
*Education, Employment and Training Committee*  
Parliament House  
George Street  
**BRISBANE QLD 4000**  
[eetc@parliament.qld.gov.au](mailto:eetc@parliament.qld.gov.au)


Dear Ms Richards,

I'm writing in relation to the Committee's consideration of the 2023/24 portfolio budget estimates.

Pursuant to section 181(e) of the Standing Rules and Orders of the Legislative Assembly, I seek leave to appear and ask questions at the public estimates hearing of the Committee, scheduled for Thursday 3 August.

Should you have any queries, please contact my office.

Yours sincerely

  
Jon Krause MP  
Member for Scenic Rim



# David Crisafulli MP

Leader of the Opposition and Shadow Minister for Tourism

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6 July 2023

Education, Employment and Training Committee  
Attention: Ms Kim Richards MP, Chair

By email: [eetc@parliament.qld.gov.au](mailto:eetc@parliament.qld.gov.au)

Dear Ms Richards

I refer to your committee's consideration of 2023/24 portfolio budget estimates.

Pursuant to section 181(e) of the Standing Rules and Orders of the Legislative Assembly, I seek leave for the following Members to attend the public hearing scheduled for Thursday 3 August:

1. David Crisafulli MP
2. Jarrod Bleijie MP
3. Fiona Simpson MP
4. Dr Christian Rowan MP
5. Tim Mander MP
6. Brent Mickelberg MP
7. Tim Nicholls MP
8. Laura Gerber MP
9. Andrew Powell MP
10. Dan Purdie MP
11. Jon Krause MP

Should you have any queries, please contact my office.

Yours sincerely

*David Crisafulli*

**DAVID CRISAFULLI MP**

**Leader of the Opposition**

**Shadow Minister for Tourism**

**Shadow Minister for Olympics and Paralympics**

**Member for Broadwater**

cc: Andrew Powell MP  
James Lister MP



# Stephen Andrew MP

## State Member for Mirani

Colonial Corner  
1-3, 73 Broad Street  
PO Box 56 Sarina Qld 4737

Phone: 07 4806 0700  
Toll Free: 1800 812 340  
[Mirani@parliament.qld.gov.au](mailto:Mirani@parliament.qld.gov.au)

6 July 2023

Ms Kim Richards MP  
Education, Employment and Training Committee  
Parliament House  
George Street  
Brisbane Qld 4000

Via email: [eetc@parliament.qld.gov.au](mailto:eetc@parliament.qld.gov.au)

Dear Chair,

I refer to the Economics and Governance Committee Estimates Hearing scheduled to take place on **3 August 2023**, at the Legislative Council Chamber, Parliament House, Brisbane.

Mr Stephen Andrew, Member for Mirani, seeks leave from the Committee to attend at the **EETC Estimates Hearing** and to ask questions.

I look forward to receiving your response to this request in due course.

Yours faithfully,

**Stephen Andrew MP**



# David Crisafulli MP

Leader of the Opposition and Shadow Minister for Tourism

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10 July 2023

Education, Employment and Training Committee  
Attention: Ms Kim Richards MP, Chair

By email: [eetc@parliament.qld.gov.au](mailto:eetc@parliament.qld.gov.au)

Dear Ms Richards

I refer to my letter of 6 July 2023 concerning attendance at the consideration of Budget Estimates by the Education, Employment and Training Committee.

Pursuant to section 181(e) of the Standing Rules and Orders of the Legislative Assembly, I seek leave for the additional Member to attend the public hearing scheduled for Thursday 3 August:

Ms Amanda Camm MP

Should you have any queries, please contact my office.

Yours sincerely

*David Crisafulli*

**DAVID CRISAFULLI MP**

**Leader of the Opposition**

**Shadow Minister for Tourism**

**Shadow Minister for Olympics and Paralympics**

**Member for Broadwater**

cc: Andrew Powell MP  
James Lister MP  
Amanda Camm MP

**From:** [Michael Berkman](#)  
**To:** [Education, Employment and Training Committee](#)  
**Cc:** [Maiwar Electorate Office](#); [South Brisbane Electorate Office](#)  
**Subject:** Estimates hearing - request for leave to appear and ask questions  
**Date:** Thursday, 27 July 2023 11:05:19 AM

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To the Chair

I write on behalf of myself and the Member for South Brisbane, Dr Amy MacMahon, to seek leave under SO181(e) to appear and ask questions at the Committee's upcoming estimates hearing.

Best regards

Michael

**Michael Berkman MP**

**Member for Maiwar**

1/49 Station Rd, Indooroopilly Qld 4068

07 3737 4100

[maiwar@parliament.qld.gov.au](mailto:maiwar@parliament.qld.gov.au)

[facebook.com/michaelberkman.greens](https://facebook.com/michaelberkman.greens)

[twitter.com/mcberkman](https://twitter.com/mcberkman)

*I acknowledge the Traditional Owners of the land on which I work. I pay respect to Elders, past and present, and recognise that sovereignty has never been ceded.*

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**From:** [South Brisbane Electorate Office](#)  
**To:** [Education, Employment and Training Committee](#)  
**Subject:** RE: Estimates hearing - request for leave to appear and ask questions  
**Date:** Friday, 28 July 2023 12:59:11 PM  
**Attachments:** [image001.jpg](#)  
[image002.jpg](#)  
[image003.jpg](#)  
[image004.jpg](#)

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Good afternoon Hannah,

Thank you for that info. Amy and Michael are intending to participate in all sessions.

Kind regards,

**Greg Mackenzie**

For Amy MacMahon  
Greens MP for South Brisbane  
Parliament & Policy Officer

**E:** [south.brisbane@parliament.qld.gov.au](mailto:south.brisbane@parliament.qld.gov.au) | **P:** (07)3724 9100 | **W:** [www.amymacmahon.com](http://www.amymacmahon.com)

**South Brisbane Electorate Office:** 1/90 Vulture Street, West End, 4101

Office opening hours: Monday–Friday, 9am–4.30pm

*We acknowledge the Aboriginal and Torres Strait Islander owners of the lands on which we work, and pay our respects to elders, past and present.*

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**From:** Education, Employment and Training Committee <EETC@parliament.qld.gov.au>

**Sent:** Friday, July 28, 2023 8:54 AM

**To:** Michael Berkman <Michael.Berkman@parliament.qld.gov.au>

**Cc:** South Brisbane Electorate Office <South.Brisbane@parliament.qld.gov.au>; Maiwar Electorate Office <maiwar@parliament.qld.gov.au>

**Subject:** RE: Estimates hearing - request for leave to appear and ask questions

Mr Michael Berkman MP

Member for Maiwar

1/49 Station Rd

Indooroopilly QLD 4086

Please find enclosed correspondence from the Chair of the Education, Employment and Training Committee, Ms Kim Richards MP.

Kind regards,

**Hannah Koorockin**

**Committee Support Officer (Mon-Wed, Fri)**

**Education, Employment and Training Committee**

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## QUEENSLAND PARLIAMENTARY SERVICE

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[hannah.koorockin@parliament.qld.gov.au](mailto:hannah.koorockin@parliament.qld.gov.au)

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**From:** Michael Berkman <[Michael.Berkman@parliament.qld.gov.au](mailto:Michael.Berkman@parliament.qld.gov.au)>

**Sent:** Thursday, 27 July 2023 11:05 AM

**To:** Education, Employment and Training Committee <[EETC@parliament.qld.gov.au](mailto:EETC@parliament.qld.gov.au)>

**Cc:** Maiwar Electorate Office <[maiwar@parliament.qld.gov.au](mailto:maiwar@parliament.qld.gov.au)>; South Brisbane Electorate Office <[South.Brisbane@parliament.qld.gov.au](mailto:South.Brisbane@parliament.qld.gov.au)>

**Subject:** Estimates hearing - request for leave to appear and ask questions

To the Chair

I write on behalf of myself and the Member for South Brisbane, Dr Amy MacMahon, to seek leave under SO181(e) to appear and ask questions at the Committee's upcoming estimates hearing.

Best regards

Michael

**Michael Berkman MP**

**Member for Maiwar**

1/49 Station Rd, Indooroopilly Qld 4068

07 3737 4100

[maiwar@parliament.qld.gov.au](mailto:maiwar@parliament.qld.gov.au)

[facebook.com/michaelberkman.greens](https://facebook.com/michaelberkman.greens)

[twitter.com/mcberkman](https://twitter.com/mcberkman)

*I acknowledge the Traditional Owners of the land on which I work. I pay respect to Elders, past and present, and recognise that sovereignty has never been ceded.*

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**From:** [David Fraser](#)  
**To:** [Education, Employment and Training Committee](#)  
**Subject:** RE: Correspondence from Kim Richards MP - David Crisafulli MP - EETC - seeking leave - Estimates Hearing  
**Date:** Friday, 28 July 2023 3:45:33 PM  
**Attachments:** [image001.jpg](#)  
[image002.jpg](#)  
[image003.jpg](#)  
[image004.jpg](#)

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Attn: Rob Hanson

In response to your chair's request for information on Opposition members attending the hearings of the Education, Employment and Training Committee:

- Shadow ministers will be attending those parts of the hearings covering their responsibilities:
  - Dr Christian Rowan (Education, QCAA)
  - Tim Mander (Racing)
  - Jarrod Bleijie (Industrial Relations)
  - Brent Mickelberg (Training and Skills Development)(Employment and Small Business)
  - Tim Nicholls (Youth Justice)
  - Laura Gerber (Youth Justice)
- Decisions will be made in relation to other members but I doubt this will be done before the day of the hearing itself.

This email is the subject of the phone message I left with the Committee earlier today so there is no need to respond to that.

Regards

David Fraser

---

**From:** Education, Employment and Training Committee <EETC@parliament.qld.gov.au>  
**Sent:** Wednesday, 19 July 2023 3:55 PM  
**To:** David Fraser <David.Fraser@opposition.qld.gov.au>  
**Cc:** Education, Employment and Training Committee <EETC@parliament.qld.gov.au>  
**Subject:** Correspondence from Kim Richards MP - David Crisafulli MP - EETC - seeking leave - Estimates Hearing

Mr David Crisafulli MP  
Leader of the Opposition  
PO Box 15057  
City East QLD 4002

Please find enclosed correspondence from the Chair of the Education, Employment and Training Committee, Ms Kim Richards MP.

Kind regards,

**Hannah Koorockin**  
**Committee Support Officer (Mon-Wed, Fri)**  
**Education, Employment and Training Committee**

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**Members granted leave to participate in the committee's estimates hearing pursuant to SO 181(e)**

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## **Education, Employment and Training Committee Estimates 2023**

### **Members granted leave to participate**

**The following members who are not members of the EETC have been granted leave by the EETC to participate and ask questions at the estimates hearing to be held on Thursday 3 August 2023:**

**The sessions of the hearing the members will seek to participate in are also listed, if advised.**

Stephen Andrews MP, Member for Mirani (not advised)

Michael Berkman MP, Member for Maiwar (all sessions)

Jarrold Bleijie MP, Member for Kawana (Industrial Relations)

Amanda Camm MP, Member for Whitsunday (not advised)

David Crisafulli MP, Member for Broadwater (not advised)

Laura Gerber MP, Member for Currumbin (Youth Justice)

Jon Krause MP, Member for Scenic Rim (not advised)

Dr Amy MacMahon, Member for South Brisbane (all sessions)

Tim Mander MP, Member for Everton (Racing)

Brent Mickelberg MP, Member for Buderim (Training & Skills Dev., Employment & Small Business)

Tim Nicholls MP, Member for Clayfield (Youth Justice)

Andrew Powell MP, Member for Glasshouse (not advised)

Dan Purdie MP, Member for Ninderry (not advised)

Dr Christian Rowan MP, Member for Moggill (Education, QCAA)

Fiona Simpson MP, Member for Maroochydore (not advised)

**Questions on notice and responses – *Minister for Education,  
Minister for Industrial Relations and Minister for Racing***

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**EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE**

**2023 ESTIMATES PRE-HEARING**

**QUESTION ON NOTICE**

**No. 1**

---

THE EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE ASKED THE MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON GRACE GRACE MP)

**QUESTION:**

With reference to page 11 of the Department of Education SDS and its reference to strategic land acquisitions, could the Minister inform the Committee of the Palaszczuk Government's investment in land for future new and expanded schools?

**ANSWER:**

The Palaszczuk Government is committed to delivering high-quality educational facilities for all Queensland school-aged students choosing to attend a state school.

To support this commitment, the Palaszczuk Government has announced an investment of \$968 million (excluding GST) for strategic land acquisition over a 10-year program.

This funding will enable the Department of Education to have more flexibility to purchase suitable land sites in a strategic and cost-efficient manner to contribute to the provision of schools and facilities to help our children succeed into the future.

Key investment decisions will be made based on service need and strategic investment opportunities, with \$108.5 million committed for 2023–24.

This investment establishes a strategic land acquisition fund for new and growth schools, including undertaking a strategic review of priorities.

Investment decisions will be made to ensure service need is met where and when it is required, acquiring land for expanded schools and new schools scheduled to open in the next 10 years in a strategic manner at the lowest cost and risk.



**EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE**

**2023 ESTIMATES PRE-HEARING**

**QUESTION ON NOTICE**

**No. 2**

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THE EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE ASKED THE MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON GRACE GRACE MP)

**QUESTION:**

With reference to page 11 of the Department of Education SDS and its reference to additional facilities at existing schools experiencing enrolment growth, could the Minister inform the Committee of how the Palaszczuk Government will provide additional classrooms for these schools to cope with growing enrolments?

**ANSWER:**

Despite shifts in enrolment growth trends due to the COVID-19 health pandemic, enrolments in Queensland state schools have continued to grow by 11,500 students in the five years from 2019 to 2023.

New classrooms and administration facilities are essential to support Queensland state schools to cater for this increase in enrolments.

The Palaszczuk Government is investing \$357 million over four years across Queensland to deliver additional classrooms in state schools. This funding will be directed towards existing schools that have seen recent enrolment growth or where enrolment growth is expected in coming years.

The Department of Education undertakes a comprehensive assessment process to identify, prioritise and plan for enrolment growth at state schools over the short, medium and long term to ensure all students have access to high-quality education facilities.

These investments are prioritised to maximise the condition, functionality and capacity of the department's infrastructure base.

Delivering modern, fit-for-purpose learning spaces at schools experiencing or predicted to experience enrolment growth will ensure sufficient classrooms are available for students to attend their local school.

Projects will also include additional amenities, staff facilities, car parking and other requirements triggered by growing school enrolments.

## **EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE**

### **2023 ESTIMATES PRE-HEARING**

#### **QUESTION ON NOTICE**

##### **No. 3**

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THE EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE ASKED THE MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON GRACE GRACE MP)

#### **QUESTION:**

Can the Minister update the Committee on how the Palaszczuk Government's historic new free kindergarten initiative will give Queensland kids a great start and support Queensland families facing cost of living pressures?

#### **ANSWER:**

The Palaszczuk Government is making kindergarten free for all Queensland families from 1 January 2024. The \$645 million investment over four years will help every Queensland child get a great start in life and support parents in their return to work.

Currently 14,000 children receive free kindy, which is a 15 hour a week government-approved educational program that children can attend the year before they start school. The historic reforms mean more than 50,000 additional children will be able to attend for free.

Families will benefit from free kindy whether they attend a sessional kindergarten or kindergarten in long day care.

Free kindergarten is set to save families up to \$4600 per year, putting money back in the pockets of mums, dads, and carers where it's needed.

The additional \$645 million will take the total investment in kindergarten to \$2 billion over four years.

It includes increasing the funds to attract and retain a quality workforce to \$120 million, with a portion specifically dedicated to getting staff to kindy services in regional and remote areas by providing things like relocation expenses and accommodation assistance.

The successful Kindy Uplift program, which provides targeted resources and professional development to services where children are more likely to experience disadvantage, will receive a \$20 million boost to make a total of \$112 million over the next four years. The number of services benefiting will grow from 930 to 2000.

There is also an extra \$15 million to boost support for children with disability and additional needs, taking the total to \$91 million.

## EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE

### 2023 ESTIMATES PRE-HEARING

#### QUESTION ON NOTICE

##### No. 4

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THE EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE ASKED THE MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON GRACE GRACE MP)

#### QUESTION:

Can the Minister provide an update on the implementation of the Palaszczuk Government's student wellbeing package?

#### ANSWER:

The Department of Education is delivering on the Palaszczuk Government's commitment of \$106.7 million over three years, which commenced in July 2021, for a Student Wellbeing Package (the Package).

From 2021–22, over \$95 million is being invested to employ up to 464 additional psychologists or similar wellbeing professionals to provide direct support for students' mild to moderate mental health concerns.

As at 30 June 2023, 347 wellbeing professionals were employed through the Package, including:

- 141 psychologists;
- 77 guidance officers;
- 122 social workers; and
- 7 youth workers.

Wellbeing professionals employed through the Package currently provide support to students in 656 Queensland state schools across the State, representing 52% of all Queensland state schools.

Students access direct support from these wellbeing professionals at school, at no cost to them or their families.

By June 2024, students in every Queensland primary and secondary state school will have access to support from a wellbeing professional employed through the Package.

An investment of over \$11 million over three years is supporting 50 Queensland state schools with secondary-aged students to provide students with free access to a General Practitioner (GP) at school.

Providing GPs and wellbeing professionals at school removes barriers some students face to accessing timely and appropriate healthcare and enables early identification of health and mental health concerns.

All 50 Pilot schools participating in the GPs in Schools Pilot have commenced providing a free primary healthcare service to students at their school and are listed below:

- Alexandra Hills State High School
- Beaudesert State High School
- Beenleigh State High School
- Benowa State High School
- Bracken Ridge State High School
- Bremer State High School
- Brisbane South State Secondary College
- Brisbane State High School
- Bundaberg North State High School
- Burnside State High School
- Charleville State High School
- Cunnamulla P–12 State School
- Currumbin Community Special School (P–12)
- Dakabin State High School
- Deception Bay State High School
- Everton Park State High School
- Gladstone State High School
- Goodna Special School (P–12)
- Gordonvale State High School
- Harristown State High School
- Heatley Secondary College
- Helensvale State High School
- Ipswich State High School
- Kilkivan State School (P–10)
- Loganlea State High School
- Mabel Park State High School
- Marsden State High School
- Maryborough State High School
- Merrimac State High School
- Milpera State High School
- Morayfield State High School
- Murgon State High School
- Nambour State College
- North Rockhampton State High School (service being provided by a Nurse Practitioner)
- Palmview State Secondary College

- Park Ridge State High School
- Pine Rivers State High School
- Ravenshoe P–12 State School
- Redcliffe State High School
- Ripley Valley State Secondary College
- Sarina State High School
- Shailer Park State High School
- Spinifex State College
- St George State High School
- Tara Shire State College
- The Gap State High School
- Trinity Bay State High School
- Wellington Point State High School
- Western Cape College (P–12)
- Woodridge State High School

## EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE

### 2023 ESTIMATES PRE-HEARING

#### QUESTION ON NOTICE

##### No. 5

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THE EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE ASKED THE MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON GRACE GRACE MP)

#### QUESTION:

Can the Minister update the committee on how the Palaszczuk Government is improving internet access for school staff and students by boosting bandwidth at all Queensland state schools?

#### ANSWER:

The Palaszczuk Government committed to delivering faster internet speeds at all 1262 Queensland state schools, which will be on average 40 times greater than the previous bandwidth allocation standard in 2023, and 200 times greater in 2026.

In December 2021, the Department of Education signed a \$187 million, five-year agreement with Telstra to deliver new and/or upgraded broadband connections at every state school in Queensland.

The first phase of the project aims to deliver an increase of average internet speeds from 25 kilobits per second per student, to 1 Megabit per second (1 Mbps). The first school bandwidth upgrade was completed in April 2022.

As at 27 July 2023, a total of 1045 state schools, representing 81% of all state schools, have received their Phase 1 upgrade. This equates to 97% of our students who now have access to internet speeds of at least 1 Mbps. In fact, the current average internet speed for these students is 1.55 Mbps.

As a result of these upgrades, teachers and students from even the most remote parts of Queensland will have access to the latest digital technologies and tools, utilising virtual learning to connect students and teachers in new and innovative ways, and improving school connectivity. This enhanced connectivity will advance the student learning experience, fostering a more inclusive and engaging educational environment. This project will also see over 40 schools connected to fibre optic infrastructure for the first time, further increasing the positive impact of the upgrades.

Through the department's investment in additional broadband capacity, Telstra committed to investing \$109 million, which will fund the necessary upgrades to its infrastructure in more than 370 localities across the State. These upgrades not only support the department to achieve its goals, but also provide additional telecommunication infrastructure and capacity to support residents and businesses in local and regional communities.

The department has now also included Low Earth Orbiting satellite services into the contract, a significant step towards ensuring equitable access to internet services across all schools. These satellite technologies will soon be deployed to ensure a consistent and reliable service is available for all schools, including those situated in the most rural and remote areas of the State.

## EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE

### 2023 ESTIMATES PRE-HEARING

#### QUESTION ON NOTICE

##### No. 6

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THE EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE ASKED THE MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON GRACE GRACE MP)

#### QUESTION:

Can the Minister provide an update on the actions of the Palaszczuk Government to protect Queensland workers from occupational dust lung diseases?

#### ANSWER:

Occupational dust lung diseases impact all aspects of the lives of affected workers and their families. That is why the Palaszczuk Government will continue to do all it can to protect workers and the community from exposure to dangerous dusts, such as respirable crystalline silica (silica dust) and asbestos.

In relation to engineered stone and silicosis, the Palaszczuk Government has been the leading jurisdiction in Australia to protect workers from exposure to silica dust in high-risk industries, with a regulatory approach based on raising safety standards and targeted enforcement. This comprehensive approach on silicosis has included:

- a statewide compliance campaign by Workplace Health and Safety Queensland (WHSQ), in which all 158 known engineered stone benchtop fabricators in Queensland have been audited;
- the introduction of the *Managing respirable crystalline silica dust exposure in the stone benchtop industry Code of Practice 2019*—Australia's first code of practice for the stone benchtop fabrication industry—which commenced on 31 October 2019;
- nearly 1100 Queensland workers undergoing health screening, and improvements to workers' compensation entitlements for workers diagnosed with pneumoconiosis and other forms of dust-related lung diseases;
- the establishment of Australia's first dust lung diseases register which commenced on 1 July 2019;
- the commissioning of a \$5 million international research project for medical research to improve the health and wellbeing of workers suffering from occupational dust lung disease, with more than \$3 million already dedicated to research projects based in Queensland and a second round underway for granting the remaining \$2 million; and
- the introduction of the *Managing respirable crystalline silica dust exposure in construction and manufacturing of construction elements Code of Practice 2022*—Australia's first silica dust code of practice for the construction industry—which commenced on 1 May 2023.

On 1 May 2023, WHSQ commenced a statewide silica dust compliance campaign targeting construction sites and workplaces where building materials are manufactured. This campaign is part of broader ongoing compliance activities targeting silica dust exposure controls in different industries. Between 1 July 2022 and 30 June 2023, WHSQ inspectors undertook compliance audits of 161 workplaces, resulting in 220 enforcement actions, including 86 enforcements directly related to silica dust exposure risk.

Since 2018, Queensland has called for urgent national action to better protect workers from silica dust exposure, including consideration of whether the importation of engineered stone products should be restricted or controlled.

During a national Meeting of Ministers in February 2023, WHS Ministers unanimously agreed to introduce stronger regulation of high-risk crystalline silica processes across all industries. This includes new training requirements for at-risk workers to embed safe work practices, as well as air monitoring standards to make sure silica dust amounts are kept to safe levels. State and territory regulators, including WHSQ, are continuing to work with Safe Work Australia (SWA) on the new silica regulations.

At that same meeting, WHS Ministers tasked SWA with undertaking an urgent national review into a ban on the use of engineered stone. SWA was requested to finalise a report as quickly as possible, within six months at the latest. I will carefully consider the findings of the review, with the priority always being the safety and wellbeing of workers.

The other occupational dust associated with lung disease that entails significant government action is that of asbestos.

In 2013 the former government changed the classification of low density asbestos fibre board (LDB), which is an asbestos containing material, from friable to non-friable. This meant that less stringent removal and working measures applied to LDB.

In response to ongoing industry and union concerns, the Palaszczuk Government undertook a review of the health and safety risks associated with the non-friable classification. The review found that these risks are high and that the guidance material didn't reflect the seriousness of the risks.

As a result, and following consultation with industry, government agencies, unions, advocacy groups and occupational hygienists, the Palaszczuk Government re-classified LDB as friable from 1 May 2021.

This means more stringent removal and working conditions apply – LDB can now only be removed by a Class A licensed asbestos removalist, and the Regulator also approved methods under the WHS Regulation to allow restricted maintenance and service work to be performed on LDB, in response to consultation.

The Palaszczuk Government is also delivering on the commitments made in the *Statewide Strategic Plan for the Safe Management of Asbestos in Queensland 2022–2025* (the Strategic Plan).

On 27 June 2023, the first progress report against the actions in the Strategic Plan was published on the Queensland Government's asbestos website at [www.asbestos.qld.gov.au/resources/strategies](http://www.asbestos.qld.gov.au/resources/strategies). This report identified many significant achievements delivered by the Palaszczuk Government, including:

- commencing Queensland Health's review into the '10m<sup>2</sup> threshold provision' under the Public Health Regulation 2018, which examines the need for improvements to regulatory standards. The review will encompass the existing 10m<sup>2</sup> threshold for unlicensed asbestos removal under the public health and work health and safety regulations, and ensure they reflect contemporary practice. A discussion paper has been released for consultation;
- developing resources for the community on asbestos safety in the home, workplace and environment; and
- delivering compliance, education and enforcement campaigns led by a dedicated Asbestos Compliance Unit in WHSQ.



WHSQ continues to monitor duty holder compliance for asbestos related work and asbestos removal work. This includes investigating and prosecuting serious offences and sanctioning licence holders. In 2022–23, the WHSQ Asbestos Compliance Unit:

- commenced seven new comprehensive investigations;
- completed and referred five matters to the Office of the Work Health and Safety Prosecutor for consideration of prosecution action;
- completed and referred four matters to the asbestos licence review panel for consideration of licence sanctions; and
- assisted in five asbestos related matters that are currently progressing through the Courts.

Between 1 July 2022 to 30 June 2023, a total of 76 infringement notices were issued for asbestos related contraventions by WHSQ with a total value of \$154,656 in fines.

The Palaszczuk Government will never rest on its laurels, and is committed to taking action to safeguard Queensland workers in all industries where silica dust and asbestos are a risk.

## EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE

### 2023 ESTIMATES PRE-HEARING

#### QUESTION ON NOTICE

##### No. 7

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THE EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE ASKED THE MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON GRACE GRACE MP)

#### QUESTION:

Can the Minister provide an update on how the Palaszczuk Government is addressing mental health from a work health and safety perspective?

#### ANSWER:

The Palaszczuk Government has a proud record of driving Australian-first policies that deliver safer and healthier outcomes for workers and their families.

From 1 April 2023, Queensland's work health and safety laws were strengthened to improve mental health outcomes, with the commencement of a new code of practice and regulations. The *Managing the risk of psychosocial hazards at work Code of Practice 2022* (the Psychosocial Hazards Code) is a practical guide for employers and workers to understand their rights and responsibilities for psychological risks.

The Psychosocial Hazards Code provides clarity about managing risks such as violence and aggression, bullying, and harassment, including sexual harassment at work, as well as other cumulative psychosocial hazards such as high job demands. The Psychosocial Hazards Code was developed in consultation with academics, unions, employer associations, and the community sector.

Queensland's codes of practice are legally enforceable, meaning employers must comply with them or demonstrate they are managing safety to an equivalent standard.

Since 2018, there has been significant reform to Queensland's workers' compensation scheme to support workers suffering from mental injury. Grounded in and supported by the recommendations of multiple reviews and stakeholder reference groups, this included work to:

- establish the Workers' Psychological Support Service to provide free, confidential and independent support to workers who have experienced a work-related mental injury (as at 30 June 2023, 2577 Queensland workers have been supported by the service since it commenced);
- change the definition of mental injury to align with the same test as a physical injury;
- provide early access to supports such as medical treatment and/or counselling for mental injury claims up until a decision is made to minimise the severity, duration and recurrence of mental illness;
- increase opportunities to return to meaningful work by extending the obligation on insurers to provide access to an accredited return to work program to workers at the end of their statutory claim if they are fit for work but have no job to return to;

- give insurers discretion to accept a claim outside the usual six month window if the worker lodges their claim within 20 business days of certification of an incapacity, as many workers with mental injuries may not make a claim upon diagnosis because they were not incapacitated;
- protect apologies and expressions of regret to recognise apologies have a positive role in resolving disputes and provide a mechanism for achieving justice between people with differing perspectives;
- simplify workers' compensation for first responders with post-traumatic stress disorder (PTSD) through a streamlined pathway to make a workers' compensation claim with no need to prove their PTSD was caused by work; and
- an accompanying administrative policy for first responders who may suffer other trauma related mental disorders to ease the claims process.

The Office of Industrial Relations (OIR) also provides funding for Mates in Construction which is a charity providing suicide prevention in the construction industry through community development programs on sites, and by supporting workers in need through case management and a 24/7 telephone help line. The \$5.343 million five-year agreement is aimed at helping reduce the high incidence of suicide in the construction industry through:

- development of modified training programs for the construction industry;
- program awareness campaigns including advertisement campaigns and roadshows;
- provision of case management through connecting workers in the industry; and
- gathering data, partnering with research institutes and providing practical and useful information back to the industry.

OIR is an active participant in Mental Health Week (celebrated annually in October), hosting various events including a breakfast forum and various livestreams on issues surrounding mental health at work and the impact of psychosocial hazards and risks at work.

OIR also provides practical tools and resources that employers, managers and leaders can use to create and maintain mentally healthy workplaces and delivers free monthly workshops designed to equip managers and supervisors with foundational skills to identify, assess and manage risks to psychological health and safety within their teams.

**EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE**

**2023 ESTIMATES PRE-HEARING**

**QUESTION ON NOTICE**

**No. 8**

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THE EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE ASKED THE MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON GRACE GRACE MP)

**QUESTION:**

Can the Minister provide an update on the labour hire licensing scheme introduced by the Palaszczuk Government in 2018?

**ANSWER:**

Queensland's Labour Hire Licensing Scheme (the scheme) commenced on 16 April 2018 and was Australia's first labour hire licensing scheme.

The scheme is designed to protect labour hire workers and to support responsible labour hire providers.

All labour hire providers operating in Queensland need to be licensed under the scheme. Users of labour hire must only engage licensed providers.

The scheme works collaboratively with other agencies, such as the Australian Border Force, Fair Work Ombudsman, the Australian Taxation Office and the Phoenix Taskforce, and with other licensing schemes in other states, such as the Victorian Labour Hire Licensing Authority.

As of 30 June 2023, there are 3947 licensed labour hire providers operating in Queensland.

Over the duration of the scheme to 30 June 2023, compliance action has been undertaken in relation to 1087 labour hire providers in Queensland. In particular, 350 labour hire applications have been withdrawn, 79 licences have been refused, 329 licences have been suspended, 103 licences have been cancelled, and 226 licences have been granted with conditions that enable closer monitoring of compliance by that provider.

In addition, there have been 19 successful prosecutions for offences, including providing labour hire without a licence, and engaging unlicensed labour hire providers; with a total of \$1,125,000 in fines imposed by the courts.

## EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE

### 2023 ESTIMATES PRE-HEARING

#### QUESTION ON NOTICE

##### No. 9

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THE EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE ASKED THE MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON GRACE GRACE MP)

#### QUESTION:

Can the Minister provide an update on the economic and social contribution that the racing industry provides to Queensland?

#### ANSWER:

New independent economic data delivered by IER—a specialist in the tourism, events and entertainment industries—shows the Racing industry’s value-added contribution to the State’s economy surpassed \$2 billion for the first time, growing to \$2.2 billion in 2021–22—an 83% increase in the industry’s economic impact since 2015–16.

Importantly, 52% of the economic contribution directly benefits regional economies, and close to 87% of the \$485.9 million investment in training and breeding occurs in regional parts of Queensland.

Over the same period, full-time jobs have increased by 63% to 15,593, with almost 49,800 individuals involved across the industry as employees, participants or volunteers.

Since 2015–16, strong economic growth has been realised across the three codes of racing including:

- Thoroughbreds – rises from \$959.4 million to \$1.7 billion (77%);
- Greyhounds – rises from \$113 million to \$301.6 million (167%); and
- Harness – rises from \$141.8 million to \$216.2 million (52%).

Also since 2015–16, significant growth in full-time employment has also been recorded across the three codes, including:

- Thoroughbreds – increased from 7511 to 12,004 (60%);
- Greyhounds – increased from 911 to 2080 (128%); and
- Harness – increased from 1124 to 1509 (34%).

Attendance at race meetings across the codes reached almost 760,000 in 2021–22.

Country racing is at the heart of regional and remote communities across Queensland and the benefits of a well-funded racing industry flow through to support local economies, sustain local jobs, and secure a vibrant future for social events that are part of the social fabric of communities across Queensland.

Racing events and facilities foster social cohesion and provide benefits for a broad range of individuals and community organisations.

**EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE**

**2023 ESTIMATES PRE-HEARING**

**QUESTION ON NOTICE**

**No. 10**

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THE EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE ASKED THE MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON GRACE GRACE MP)

**QUESTION:**

With reference to page 25 of the Department of Agriculture and Fisheries SDS, can the Minister advise what scientific testing and analysis activities QRIC undertook in 2022-23?

**ANSWER:**

The Racing Science Centre (RSC) Analytical Services team at QRIC undertook the following scientific and analysis activities in 2022–23:

- Tested 21,115 samples for prohibited substances specified under the relevant *Rules of Racing*.
- Testing includes samples processed for the Queensland racing industry as well as testing undertaken for other racing jurisdictions in Australia and internationally.
- The figures also include proficiency testing samples required for NATA compliance.
- The RSC laboratory detected 76 compounds in the racing samples collected in Queensland, of which five were Permanently Banned Substances because they have no legitimate use in the care and treatment of racing animals.
- The laboratory completed a pharmacokinetic study of samples from an AgriFutures funded administration study on the detection times for inhaled dexamethasone treatments in horses.

## EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE

### 2023 ESTIMATES PRE-HEARING

#### QUESTION ON NOTICE

##### No. 11

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THE EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE ASKED THE MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON GRACE GRACE MP)

#### QUESTION:

With reference to page 11 of the SDS and the Department of Education's Capital Program, will the Minister provide: The total number of Classrooms, Libraries, School Toilets, Staff Rooms, and School Halls that have been assessed according to the Maintenance Management Framework Standard, reported separately by both building type and MMF standard from S1 to S5?

#### ANSWER:

The Queensland Government is committed to providing well maintained and functional facilities that align with educational outcomes.

The Department of Energy and Public Works' Maintenance Management Framework (MMF) has been replaced by the Building Policy Framework, which brings together a number of government policies on the management of assets into a single framework.

The former MMF set out standards for maintaining buildings on a rating scale from S1 to S5. S1 was the rating for a building that is no longer operational and is allowed to deteriorate with marginal maintenance, allowing minimum statutory requirements. S5 was the rating for a building that has a highly sensitive purpose (such as an operating theatre) and was required to be in the best possible condition, with minimal deterioration allowed.

The Department of Education (DoE) aims to maintain its assets, including learning facilities, to an S3 standard, meaning the building is functionally focused, in reasonable condition and fully meets operational requirements. Some classes of assets, such as sheds, are maintained by DoE to an S2 standard, meaning the building has an ancillary function only with no critical operational role.

DoE has 1262 schools, including more than 35,000 classrooms. In 2023–24, the total maintenance allocation for schools is \$397.2 million.

## EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE

### 2023 ESTIMATES PRE-HEARING

#### QUESTION ON NOTICE

##### No. 12

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THE EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE ASKED THE MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON GRACE GRACE MP)

#### QUESTION:

With reference to page 11 of the SDS and the Department of Education's Capital Program, will the Minister advise: From 2023 to 2027, reported separately by calendar year, both the Department of Education's budget for school maintenance, and the value of the forecasted required school maintenance as identified in the Department's Asset Life Cycle Assessment?

#### ANSWER:

The Palaszczuk Government is committed to providing well maintained and functional facilities that align with educational outcomes.

The school maintenance budget is formulated on a financial year basis and is calculated on the Asset Replacement Value of school buildings. The budget for 2023–24 is \$397.2 million. Estimated budgets for subsequent years are:

- 2024–25: \$438.34 million;
- 2025–26: \$472.01 million; and
- 2026–27: \$468.29 million.

Maintenance projects are identified primarily through an assessment process, with input from every school throughout the year. This process is called the Asset Life Cycle Assessment (ALCA). The ALCA is a rolling process which provides information on when major building components will need maintenance and/or replacement over a 12-year period.

The Queensland Audit Office's 2015 report *Maintenance of public schools* recommended the Department of Education implement this approach for school maintenance from 2016.

The department completed ALCAs at all schools in the period from 2016 to 2018. Since 2016–17, the department has invested over \$1.7 billion in maintenance of state school buildings.

In 2022, the department commenced the next cycle of the ALCAs, which are due for completion at the end of 2023. Once this data is available, the department will develop school maintenance plans.



## EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE

### 2023 ESTIMATES PRE-HEARING

#### QUESTION ON NOTICE

##### No. 13

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THE EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE ASKED THE MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON GRACE GRACE MP)

#### QUESTION:

With reference to page 11 of the SDS and the Department of Education's Capital Program, will the Minister advise: The total dollar value of capital maintenance work required at each school (reported separately for each Queensland State School)?

#### ANSWER:

The Palaszczuk Government is committed to providing well maintained and functional facilities that align with educational outcomes.

In 2023–24, the Department of Education is investing \$397.2 million to make sure Queensland schools are maintained to an acceptable standard.

Maintenance projects are identified primarily through an assessment process, with input from every school throughout the year. This process is called the Asset Life Cycle Assessment (ALCA). The ALCA is a rolling process which provides information on when major building components will need maintenance and/or replacement over a 12-year period.

The Queensland Audit Office's report *Maintenance of public schools* in 2015 recommended the department implement this approach for school maintenance from 2016.

The department completed ALCAs at all schools in the period 2016 to 2018. Since 2016–17, the department has invested over \$1.7 billion in maintenance and renewal of school buildings.

In 2022, the department commenced the next cycle of the ALCAs, which are due for completion at the end of 2023. Once this data is available, the department plans to develop school maintenance plans.

Maintenance is managed at different levels across the department, including locally at the school level, regionally and centrally. The funding is distributed as follows:

- \$108.8 million is managed by the schools, and includes planned and unplanned maintenance and minor works projects. Allocations to schools are calculated depending on factors such as gross floor area, asset replacement value, enrolment, utilisation and locality index. Principals are responsible for managing their allocation of maintenance and minor works funding.
- \$191 million is managed by the department regionally and focuses on targeted maintenance which includes work such as air conditioning maintenance, minor works and emergency, and refurbishment of infrastructure; and
- \$97.4 million is managed by the department centrally to provide service and statutory maintenance, ALCAs, joint use agreements, design, construct and maintain allocation, asbestos management (including audits), safety and fire safety programs, and swimming pools.

## EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE

### 2023 ESTIMATES PRE-HEARING

#### QUESTION ON NOTICE

##### No. 14

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THE EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE ASKED THE MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON GRACE GRACE MP)

#### QUESTION:

With reference to page 1 of the SDS and the Queensland students engaged in learning, will the Minister advise: From 2018 to 2023, the total number of children in care on an interim or final child protection order granting custody or guardianship to Child Safety, who were, or still are, enrolled in Queensland State Schools, and of each yearly total, the percentage of children:

- a. Who had an Education Support Plan (ESP)
- b. Who did not have their individual ESP reviewed within a 12 month timeframe?

#### ANSWER:

The Department of Child Safety, Seniors and Disability Services (Child Safety) notifies schools when a student is eligible for an Education Support Plan (ESP). Schools develop an ESP within two months of being notified by Child Safety.

It is critical all stakeholders are involved in the development of ESPs to ensure they meet the needs of students. Typically, this will include the student, carer/s, Child Safety and school staff.

It is not expected the ESP completion rate will be 100% at any given time due to a number of factors, including:

- students who have recently been identified as meeting the eligibility criteria will not have a completed ESP;
- the status of child protection orders changes regularly, impacting on students' ESP eligibility status; and
- when eligible students move schools, a new ESP is developed to reflect the change in their circumstances.

The total number of students in care eligible for an ESP, enrolled in Queensland state schools from 2018 to 2023, and the percentage of completed ESPs is listed below:

#### **2018**

- Number of Students in Care: 4191
- Percentage of ESP Completion: 78%

#### **2019**

- Number of Students in Care: 4294
- Percentage of ESP Completion: 82%

**2020**

- Number of Students in Care: 4956
- Percentage of ESP Completion: 89%

**2021**

- Number of Students in Care: 5042
- Percentage of ESP Completion: 86%

**2022**

- Number of Students in Care: 5585
- Percentage of ESP Completion: 86%

**2023**

- Number of Students in Care: 5926
- Percentage of ESP Completion: 88%

Note:

- The total number of students in care data provided is based on data recorded as at the end of Term 4.
- For 2023, the total number of students in care provided is based on data recorded as at the end of Term 2, 2023.
- ESP completion rates listed do not include ESPs under development.

Statewide data on review rates of ESPs is not available for years prior to 2023.

As at 4 July 2023, of the 88% of students in care with a completed ESP, 97.3% have an ESP that was either developed or reviewed within the last 12 months.

**EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE**

**2023 ESTIMATES PRE-HEARING**

**QUESTION ON NOTICE**

**No. 15**

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THE EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE ASKED THE MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON GRACE GRACE MP)

**QUESTION:**

With reference to page 11 of the SDS and Staffing, will the Minister advise: The number of reports that have been a) received and b) investigated, via the anonymous “online form” announced by the Director-General of the Department of Education in April 2022, to report wrongdoing and breaches of integrity within the workplace, including:

- a. The category of complaint (e.g fraud, corruption, nepotism)
- b. The number of complaints specifically pertaining to credit card fraud, and
- c. The total value of funds identified as being related to credit card fraud, and the value of funds that have been recovered?

**ANSWER:**

Since the anonymous online complaints process was established in 2021, the Department of Education has received 289 matters via the anonymous complaints form as at 30 June 2023. Not all incoming matters are a complaint or contain sufficient information to progress.

On assessment of these matters, three progressed to investigation. It is important to note that the majority of requests seek advice or are enquiries.

The categories captured in the complaints are as follows:

- Advice and Enquiry – 196
- Code of Conduct Breach – 20
- Code of Conduct Minor Incident Report – 43
- Student Protection issues – 30

There were no matters related to credit card fraud.

# EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE

## 2023 ESTIMATES PRE-HEARING

### QUESTION ON NOTICE

#### No. 16

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THE EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE ASKED THE MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON GRACE GRACE MP)

#### QUESTION:

With reference to page 11 of the Capital Statement and additional classrooms will the Minister advise: From 2020 to 2023 inclusive, the total Number of Classes that were over the Class Size Target, as specified in the Teachers' Certified Agreement, reported separately by Collection Year and Year Level Group?

#### ANSWER:

State school class sizes are informed by class size targets specified in the *Department of Education State School Teachers' Certified Agreement 2022*. The targets, by collection Year Level Groups, are:

- 25 students per teacher for Prep Year to Year 3;
- 28 students per teacher for Years 4 to 6;
- 28 students per teacher for Years 7 to 10; and
- 25 students per teacher for Years 11 to 12.

In 2022, 95% of state school primary classes and 98% of state school secondary classes achieved the agreed size targets. Of the primary classes and secondary classes over target in 2022, the majority (89% and 87% respectively) were over by just one or two students.

Although class size targets are used by principals as a guide in the formation of classes, they do not represent a maximum or a ceiling to be enforced. For example, a class may be formed with one or two students over target to keep students of the same year level together, rather than forming a multi-age class.

The Department of Education supports principals to work with teachers and the school community in forming classes that best reflect the needs of students.

The number of classes over the class size target by year level group for 2020 to 2022 are detailed below. 2023 class size data is schedule for released in late 2023.

#### **Prep Year – Year 3**

2020 – 568 (93.5% or 8235 classes on or under target). Of the 568, 522 are over by one or two students (91.9%).

2021 – 490 (94.4% or 8299 classes on or under target). Of the 490, 452 are over by one or two students (92.2%).

2022 – 536 (93.8% or 8113 classes on or under target). Of the 536, 477 are over by one or two students (89.0%).

#### **Year 4 – Year 6**

2020 – 300 (94.6% or 5284 classes on or under target). Of the 300, 281 are over by one or two students (93.7%).

2021 – 226 (95.9% or 5331 classes on or under target). Of the 226, 209 are over by one or two students (92.5%).

2022 – 224 (95.9% or 5280 classes on or under target). Of the 224, 203 are over by one or two students (90.6%).

### **Year 7 – Year 10**

2020 – 1067 (97.8% or 47,087 classes on or under target). Of the 1067, 968 are over by one or two students (90.7%).

2021 – 675 (98.4% or 41,617 classes on or under target). Of the 675, 626 are over by one or two students (92.7%).

2022 – 924 (97.8% or 41,612 classes on or under target). Of the 924, 840 are over by one or two students (90.9%).

### **Year 11 – Year 12**

2020 – 543 (97.8% or 23,791 classes on or under target). Of the 543, 407 are over by one or two students (74.9%).

2021 – 273 (98.3% or 16,025 classes on or under target). Of the 273, 227 are over by one or two students (83.2%).

2022 – 441 (97.3% or 16,185 classes on or under target). Of the 441, 344 are over by one or two students (78.0%).

## EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE

### 2023 ESTIMATES PRE-HEARING

#### QUESTION ON NOTICE

##### No. 17

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THE EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE ASKED THE MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON GRACE GRACE MP)

#### QUESTION:

With reference to SDS page 2, Great Teachers, will the Minister advise: How many teachers resigned in 2022 and in 2023 to date, reported by;

- a. Primary and secondary schools separately and by regions,
- b. The positions held by those teachers in secondary schools eg. English, maths etc,
- c. How many teacher aides have resigned over the same period reported separately by region?

#### ANSWER:

The Department of Education employs more than 55,000 teachers (headcount) and almost 19,000 teacher aides (headcount).

Employees may leave for a variety of reasons, including pursuing other opportunities within the education sector and retirement. It is not mandatory for an employee to provide a reason for leaving.

In the 2022 and 2023 calendar years, 2382 and 1587 (to June 2023) total teacher departures were recorded respectively. Since 2015, permanent teacher retention has remained steady at around 95%.

Historically resignations for teachers occur in a higher proportion following summer holidays and in the first half of the calendar year. This year's resignation figures are consistent with this trend and with resignation rates for previous years. The department does not record the subjects taught by teachers within the scope of the data set utilised for reporting separations.

The headcount of permanent teacher departures\* by school type and regional distribution is as follows:

#### **Central Queensland Region**

##### **2022**

- Primary: 110
- Primary–Secondary: 30
- Secondary: 130
- Other educational facilities: 7

**2023 (June)**

- Primary: 86
- Primary–Secondary: 25
- Secondary: 85
- Other educational facilities: 5

**Darling Downs South West Region  
2022**

- Primary: 71
- Primary–Secondary: 31
- Secondary: 85
- Other educational facilities: 11

**2023 (June)**

- Primary: 51
- Primary–Secondary: 24
- Secondary: 69
- Other educational facilities: 5

**Far North Queensland Region  
2022**

- Primary: 54
- Primary–Secondary: 43
- Secondary: 71
- Other educational facilities: 4

**2023 (June)**

- Primary: 43
- Primary–Secondary: 26
- Secondary: 39
- Other educational facilities: 1

**Metropolitan North Region  
2022**

- Primary: 146
- Primary–Secondary: 23
- Secondary: 162
- Other educational facilities: 19

**2023 (June)**

- Primary: 91
- Primary–Secondary: 14
- Secondary: 109
- Other educational facilities: 10

**Metropolitan South Region  
2022**

- Primary: 227
- Primary–Secondary: 50
- Secondary: 185
- Other educational facilities: 38



**2023 (June)**

- Primary: 158
- Primary–Secondary: 27
- Secondary: 109
- Other educational facilities: 24

**North Coast Region****2022**

- Primary: 132
- Primary–Secondary: 31
- Secondary: 103
- Other educational facilities: 17

**2023 (June)**

- Primary: 67
- Primary–Secondary: 11
- Secondary: 73
- Other educational facilities: 14

**North Queensland Region****2022**

- Primary: 87
- Primary–Secondary: 24
- Secondary: 78
- Other educational facilities: 10

**2023 (June)**

- Primary: 57
- Primary–Secondary: 17
- Secondary: 71
- Other educational facilities: 1

**South East Queensland Region****2022**

- Primary: 194
- Primary–Secondary: 22
- Secondary: 156
- Other educational facilities: 31

**2023 (June)**

- Primary: 133
- Primary–Secondary: 6
- Secondary: 125
- Other educational facilities: 11

**NOTE:**

Combined primary-secondary data reflects school settings providing education from years Prep to senior secondary.

Other educational facilities include, but are not limited to, special schools, distance education and outdoor education centres.

\*Includes retirements, resignations and terminations recorded as headcount. It is a normal trend for 60–65% of total annual teacher departures to occur in the first half of the calendar year.

In the 2022 and 2023 calendar years, 1151 and 611 (to June 2023) total teacher aide departures\* were recorded respectively. The school type and regional distribution is as follows:

### **Central Queensland Region**

#### **2022**

- Primary: 80
- Primary–Secondary: 16
- Secondary: 33
- Other educational facilities: 8

#### **2023 (June)**

- Primary: 45
- Primary–Secondary: 6
- Secondary: 22
- Other educational facilities: 3

### **Darling Downs South West Region**

#### **2022**

- Primary: 52
- Primary–Secondary: 17
- Secondary: 29
- Other educational facilities: 8

#### **2023 (June)**

- Primary: 34
- Primary–Secondary: 11
- Secondary: 17
- Other educational facilities: 4

### **Far North Queensland Region**

#### **2022**

- Primary: 36
- Primary–Secondary: 16
- Secondary: 9
- Other educational facilities: 7

#### **2023 (June)**

- Primary: 12
- Primary–Secondary: 4
- Secondary: 6
- Other educational facilities: 0

### **Metropolitan North Region**

#### **2022**

- Primary: 99
- Primary–Secondary: 7
- Secondary: 50
- Other educational facilities: 21

**2023 (June)**

- Primary: 64
- Primary–Secondary: 3
- Secondary: 28
- Other educational facilities: 11

**Metropolitan South Region****2022**

- Primary: 115
- Primary–Secondary: 23
- Secondary: 49
- Other educational facilities: 36

**2023 (June)**

- Primary: 68
- Primary–Secondary: 10
- Secondary: 26
- Other educational facilities: 14

**North Coast Region****2022**

- Primary: 87
- Primary–Secondary: 14
- Secondary: 34
- Other educational facilities: 27

**2023 (June)**

- Primary: 42
- Primary–Secondary: 11
- Secondary: 21
- Other educational facilities: 6

**North Queensland Region****2022**

- Primary: 49
- Primary–Secondary: 16
- Secondary: 26
- Other educational facilities: 6

**2023 (June)**

- Primary: 29
- Primary–Secondary: 8
- Secondary: 9
- Other educational facilities: 6

**South East Queensland Region****2022**

- Primary: 90
- Primary–Secondary: 7
- Secondary: 57
- Other educational facilities: 27

**2023 (June)**

- Primary: 47
- Primary–Secondary: 1
- Secondary: 32
- Other educational facilities: 11

## NOTE:

Combined primary-secondary data reflects school settings providing education from years Prep to senior secondary.

Other educational facilities include, but are not limited to, special schools, distance education and outdoor education centres.

\*Includes retirements, resignations and terminations, recorded as headcount.

**EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE**

**2023 ESTIMATES PRE-HEARING**

**QUESTION ON NOTICE**

**No. 18**

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THE EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE ASKED THE MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON GRACE GRACE MP)

**QUESTION:**

Can the Minister provide WorkCover's 2023/24 target for the percentage of claims decided within the 20-day statutory timeframe required by the *Workers' Compensation and Rehabilitation Act 2003*?

**ANSWER:**

In 2023–24, WorkCover Queensland (WorkCover) has a target of deciding more than 90% of claims within 20 business days. In the June 2023 quarter, WorkCover decided 90% of claims within this timeframe.

WorkCover's average and median claim decision periods are currently below 20 business days. In the June 2023 quarter, the average claim decision period was nine business days, and the median claim decision period was four business days.

It is noted that while section 134(2) of the *Workers' Compensation and Rehabilitation Act 2003* (the Act) requires WorkCover to decide a claim within 20 business days after the claim is made, the Act recognises there will be circumstances where this will not be met. Sections 134(5) and (6) provide that, if a claim is not decided within the timeframe, the insurer must notify the claimant of its reasons for not making a decision within five business days after the end of the 20 business day timeframe.

A claim may not be decided within the 20 business day timeframe due to procedural fairness requirements, which means parties must be given the opportunity to respond to any information provided by another party that might affect the decision being made. In addition, decision timeframes can be impacted by delays in receiving evidence from a party or a provider.

Since 2019, claimants with a mental injury have been able to access insurer-funded early treatment and support, including doctor appointments, counselling and medication to ensure they get the help needed to support their mental health while their claim is being decided.

## EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE

### 2023 ESTIMATES PRE-HEARING

#### QUESTION ON NOTICE

##### No. 19

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THE EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE ASKED THE MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON GRACE GRACE MP)

#### QUESTION:

With reference to vaping in schools, will the Minister advise what the overall funding allocation has been in the 2023-24 budget to curb the vaping problem in Queensland State schools, which includes any educational programs and vape detectors?

#### ANSWER:

The Palaszczuk Government takes the issue of the increase in the use of e-cigarettes and vaping products in recent years, including by young people, very seriously.

Smoking, including the use of e-cigarettes or vaping, is banned at all Queensland state and non-state schools, and for five metres beyond their boundaries. New legislation to strengthen tobacco laws and increase smoke-free places will make school car parks smoke-free, including those located on school land and adjacent non-school land from September 2023.

The critical work for schools is in the educative space, to empower young people to make healthy choices and prevent them from using these harmful products. Consultation with the Ministerial Student Advisory Council in April 2022 confirmed the need for educative and supportive approaches to address vaping behaviours.

Queensland state schools use a range of resources to educate students about the dangers of vaping, including those developed by external organisations, such as the Cancer Council Queensland and the Lung Foundation Australia.

The Alcohol and Other Drugs (AOD) education program is available to all Queensland schools for students in Years 7 to 12 and uses a harm-minimisation approach to support students to develop a greater awareness and understanding of the impacts of alcohol and other drugs.

On 25 May 2022, the final Queensland Government Response to the Queensland Alcohol-related violence and Night Time Economy Monitoring (QUANTEM) Report was released, which supported the department's commissioning of a comprehensive, independent review of the AOD education program.

As a result, the Department of the Premier and Cabinet provided \$0.6 million over a two-year period to implement changes to the AOD education program.

The University of Queensland's National Centre for Youth Substance Use Research has recently been engaged to conduct the review as part of this funding.

The outcomes of the review will inform a strengthened program to include:

- teacher guidelines to specifically address vaping and e-cigarettes;
- resources for students about the impacts of alcohol and other drug use, including vaping and e-cigarettes; and
- resources to help students make responsible, safe and informed health decisions.

The revised program will be available to all Queensland schools in early 2024.

In secondary schools, School Based Youth Health Nurses work with students and staff to highlight the risks associated with vaping. If it is impacting a child's schooling, parents may wish to talk to their child's teacher, principal or school support staff.

Many schools opt to link with Dovetail, a drug and alcohol support service, that provides clinical advice and professional support to staff working with young people who vape.

Information on the dangers of vaping and useful advice on the current legislation, behaviour expectations in line with the *Student Code of Conduct*, advice for schools, and resources were also included in the first issue of the department's Behaviour Bulletin, in January 2022.

The department supports the Health and Environment Committee's Inquiry: Vaping – an inquiry into reducing rates of e-cigarette use in Queensland (the Inquiry) and has made a written submission as well as appearing before the Committee. The Committee's report is due to be tabled by 31 August 2023, with the Queensland Government to consider any recommendations made.

This is an issue that goes beyond state boundaries and on 6 July 2023, at the Education Ministers Meeting, Ministers agreed to work with Health Ministers on a national education campaign that focuses on educating young people on the harms posed by the marketing and use of e-cigarettes, and to involve students in the design of the campaign.

Every Queensland state school is required to develop a *Student Code of Conduct*, which details property that students may not bring to school, such as tobacco and other smoking products, including e-cigarettes, and the consequences of breaching these rules.

Any decision to install vape detectors at a school is made by the principal, in consultation with the school community, to respond to an identified need. The department does not require schools to report centrally when vape detectors are installed and is therefore not able to report on how much funding was utilised for this purpose.

A further announcement on measures to support schools tackling vaping is imminent.

**EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE**

**2023 ESTIMATES PRE-HEARING**

**QUESTION ON NOTICE**

**No. 20**

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THE EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE ASKED THE MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON GRACE GRACE MP)

**QUESTION:**

With reference to the recent legislative changes to the Betting Tax Act that commenced in December 2022, can the Minister confirm how much revenue from betting tax has been delivered back to country racing since the changes came into full effect?

**ANSWER:**

From 1 December 2022, with a view to ensuring the long-term sustainability of Queensland's racing industry, the following changes to the betting tax came into effect:

- addition of a 5% racing levy;
- inclusion of bonus bets; and
- legislated hypothecation of 80% of betting tax revenue to Racing Queensland (RQ).

The reforms marked the end of the existing Country Racing Program (CRP) government funding arrangements which provided \$15 million in operational funding and \$2.6 million in infrastructure funding each year.

Under the new legislative provisions, RQ must invest a minimum of \$20 million (indexed annually) to fund country thoroughbred race meetings.

In 2022–23, RQ's operational spend for country thoroughbred racing—including prize money, jockey riding fees, superannuation and WorkCover, and other operational costs—totalled \$24.5 million. Operational spend between 1 December 2022 and 30 June 2023 was \$13.3 million.

The final \$2.6 million CRP infrastructure round was announced in December 2022.

Under the new arrangements, RQ will allocate \$3 million annually to continue to fund and invest in country racing infrastructure projects.

The total investment to fund country thoroughbred racing in 2022–23 was \$27.1 million.



**Questions on notice and responses – *Minister for  
Employment and Small Business, Minister for Training and  
Skills Development and Minister for Youth Justice***

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## ESTIMATES QUESTION ON NOTICE

### No. 1

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#### QUESTION:

Can the Minister outline the support the Palaszczuk government has provided to support small business in Queensland?

#### ANSWER:

Small businesses are the backbone of Queensland's economy, operating across every industry and are found in every community, employing local people and contributing to the local economy.

The Palaszczuk Government has committed more than \$2.5 billion in COVID-19 support to Queensland businesses since March 2020. This support included grants that provided critical financial relief to support small businesses, jobs support loans, payroll tax relief, electricity rebates, funding for the industry sectors such as the arts and creative sectors and fee waivers amongst other measures.

The *Big Plans for Small Business* strategy, implemented from 2021 to 2023, succeeded in supporting small businesses to thrive and grow.

More than \$35 million in grants funding under the small business grants package has been committed to more than 5800 small businesses since August 2021, including:

- \$26.9 million committed to 5379 businesses through the Business Basics Grants to support new and emerging businesses to increase core skills and adopt best practice.
- \$4.7 million committed to 379 businesses through the Business Boost Grants to support small business to invest in operational efficiency and increase productivity.
- \$3.8 million committed to 82 businesses through the Business Growth Fund to small and medium businesses to unlock growth potential, increase production and maximise economic returns.

So far, 99.1% responding recipients of the grant funding support have seen an increase in capability of; and 97.1% a projected increase in either employment, turnover or profitability.

Additionally, funding was allocated to make the Queensland Small Business Commissioner permanent. This was accompanied by the implementation of a targeted engagement framework, which included reinvigorating the Queensland Small Business Advisory Council. These measures were put in place to ensure ongoing support and effective representation for small business in Queensland.

In the last financial year, the Commissioner's office carried out 2,177 activities for small businesses, commercial tenants, and commercial landlords including: 908 enquiries; 524 disputes (including 98 low cost mediations); 677 engagement activities; and 68 advocacy activities.

Other key successes of the Big Plans for Small Business Strategy include:

- Rolling out a customised regulatory guide for small business via the Queensland Business Launchpad. As at 30 June 2023, there had been 87,248 Business Launchpad users in the 2 years since its release. Based on the time savings for business, Business Launchpad has delivered over \$44 million dollars in time savings for Queensland.
- Furthered the Small Business Friendly Councils initiative, which has 45 Councils currently signed up to the Charter, covering 80% of the Queensland small business community.
- Brought together a reinvigorated the Queensland Small Business Advisory Council.
- Enhanced and continued the Mentoring for Growth program hosting 318 sessions with 309 unique businesses.
- Celebrated and supported small businesses through Queensland Small Business Month.
- Launched a Business Health Check and developed new and improved online resources.

Under the Queensland Small and Medium Enterprise (SME) Procurement Target, all agencies subject to the Queensland Procurement Policy are required to collectively source 30% of procurement spend from SMEs. In 2021-22, the approximately \$5.78 billion was spent with Queensland SMEs, with over \$1.72 billion going to SMEs based in regional Queensland.

The Palaszczuk Government continues to prioritise support for small businesses. In the 2022–23 State Budget almost \$40 million was allocated over four years to provide further supports to small business via the Business Basics and Business Boost grants programs, the Business Growth Fund and the Mentoring for Growth Program.

The Queensland Workforce Strategy and its first action plan also have a strong focus on directly supporting small businesses to attract and retain the workers they need through key actions including a network of Industry Workforce Advisors, the \$20 million Workforce Connect Fund and the HR Support Grants for Small Business as well as the enhanced Mentoring for Growth program.

The \$8.3 million *Paving the Way – First Nations Training Strategy* is supporting Indigenous businesses to build business skills and connect with training, resources and assistance, and also helping non-Indigenous businesses to establish culturally safe workplaces. In the 2023-24 State Budget, further support will be provided for the inaugural Indigenous-led Queensland Indigenous Business Network.

In addition, \$5 million is designated for the delivery of Cyber Security support to small and medium enterprises over a two-year period. This initiative aims to enhance cybersecurity measures and protection for businesses, safeguarding them from potential cyber threats and vulnerabilities.

The \$8.76 million Small Business Wellness Package has been providing free one-to-one support to help small business owners address mental health challenges. Nine Business Wellness Coaches working throughout Queensland have access to the \$3 million Small Business Support Fund to enable small business clients to alleviate business-related challenges such as minor works, psychological services, business planning etc.

The Queensland Government is also cutting the cost of doing business by providing a \$650 rebate on electricity bills for eligible small businesses.

Furthermore, the one per cent discount on the payroll tax rate for eligible regional employers has been extended until 30 June 2030 to provide ongoing certainty to regional businesses and the 50 per cent Payroll Tax rebate for Apprentices and Trainees has been extended until 30 June 2024.

Two weeks ago, the Premier announced that Queensland small businesses will be able to share in \$180 billion in government procurement in the lead up to the 2032 Olympic and Paralympic Games under the recently launched Q2032 Procurement Strategy.

The Strategy will help small businesses get 'games ready' and put Queensland businesses first for government contracts and help local suppliers make the most of this once in a lifetime opportunity.

It is worth noting that in 2023-24 the Queensland Government will continue to undertake consultation and also release a new small business strategy, which will continue to build on the outcomes from the *Big Plans for Small Business Strategy 2021-23*.

## ESTIMATES QUESTION ON NOTICE

### No. 2

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#### QUESTION:

Due to Queensland's strong economic performance, Queensland small businesses have identified attracting and retaining workers as an issue impacting their business and competitiveness. Could the Minister please outline how the Government is supporting small business to address this?

#### ANSWER:

Small businesses are the backbone of Queensland's economy, operating across every industry and are found in every community, employing local people and contributing to the local economy.

The *Good people. Good jobs: Queensland Workforce Strategy 2022–2032* connects Queenslanders with the work they want, supports employers to develop inclusive work practices and is growing a stronger and more diverse workforce. The Strategy's 2022-2025 Action Plan contains 33 actions, underpinned by a \$70 million investment in new and expanded initiatives that builds upon the extensive suite of Queensland Government support to strengthen the state's workforce.

This Action Plan contains a strong focus on directly supporting small businesses to attract and retain the workers they need. Key actions supporting small businesses include:

- establishing a network of Industry Workforce Advisors across the state to provide workforce planning support to 1,800 small and medium sized enterprises;
- through the \$20 million Workforce Connect Fund, \$2 million has been allocated to the HR Support Grants for Small Business to provide funding of up to \$5,000 to small businesses with an immediate need for new and innovative human resources (HR) solutions. As at 30 June 2023, 46 HR Support Grants for Small Business have been approved, with \$223,533 in funds committed.
- through the Workforce Connect Fund, 16 large-scale projects have also been awarded \$12.5 million under the first funding round, which will benefit almost 4,400 employers and support more than 20,000 Queensland workers;
- the Mentoring for Growth program has been enhanced to increase current focus on the workforce challenges faced by employers. Across the year, three dedicated workforce related 'Ask a mentor' activities were delivered; and
- the \$8.3 million *Paving the Way - First Nations Training Strategy* includes a focus on supporting small business employers to establish culturally safe workplaces which is essential to attract and retain an Aboriginal and Torres Strait Islander workforce.

Through implementation of the Queensland Workforce Strategy to date, approximately 8,000 employers are being supported to strengthen their workforce. The number of employers and small businesses supported will continue to grow over time.

Further support for small businesses to attract and retain workers is provided through the Back to Work program, which offers a suite of programs and services that support small business employers to build inclusive and diverse workplaces, with a focus on employment and retention of workers facing disadvantage in the labour market.

Back to Work offers financial and non-financial support to businesses who employ a previously unemployed jobseeker who identify as belonging to one or more of the following target groups: youth (aged 15-24 years), Aboriginal and Torres Strait Islander peoples, people with disability and long-term unemployed people.

This support includes Employer Incentive Payments of up to \$20,000 for eligible employers and suite of wrap-around support for the business and the employee including the Jobseeker Support Pool, Small Business Support Pool and Small Business Short Courses.

Since 2016, Back to Work has supported over 11,800 small business employers who have received over \$262.5 million in Incentives Payment funding. Small business employers make up almost 90 per cent of all approved applications for Back to Work.

The suite of support provided to small businesses focussed on workforce attraction and retention builds upon the Queensland Government's broader support for the small business sector, which includes:

- More than \$35M of grant funding has been committed since August 2021 to more than 5800 small businesses under the *Big Plans for Small Business* strategy. Grants support small business to increase key capabilities and adopt best practice, including development and training of staff, as well as embracing innovation.
- a commitment to support small and medium enterprise (SME) procurement which requires that all Queensland Government agencies subject to the Queensland Procurement Policy must contribute to a 30 per cent target of government procurement spend by value from Queensland SMEs;
- Buy Queensland 2023 requires Queensland Government agencies to prioritise procurement with small to medium-sized local businesses, especially in regional areas. Business Queensland also provides a range of resources for small businesses in relation to supplying to Government; and
- the Q2032 Procurement Strategy and a key action will be the appointment of a Q2032 Small Business Procurement Advisor to ensure small businesses are prepared and Games ready. A new small business procurement action plan will also be developed to make it easier for small businesses to bid and win public contracts as part of the Games.

The Queensland Government's support for small business to attract and retain the workforce they need will continue throughout 2023-24 and beyond. In 2023-24 the Queensland Government will also release a new small business strategy, to replace the *Big Plans for Small Business Strategy 2021-23*.

## ESTIMATES QUESTION ON NOTICE

### No.3

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#### QUESTION:

Can the Minister provide an update on what the Government is doing to address TAFE sustainability?

#### ANSWER:

The Queensland Government's investment in vocational education and training is demand-driven and Queensland has historically had the most contestable VET market in Australia.

The Queensland Government is a strong supporter of TAFE Queensland, as the largest and premier public provider of training in Queensland.

Each year, TAFE Queensland trains nearly 100,000 government subsidised students, including apprentices, trainees and school students, in over 360 qualifications in industries as diverse as automotive, construction, maritime, retail, hospitality, business and agriculture.

To ensure people can access this training, TAFE Queensland has over 60 campuses located across Queensland – from bigger population centres like Robina, Southbank and Townsville to smaller locations including Normanton, Dalby and Thursday Island.

Delivering on the commitment to provide government training across a large and decentralised state drives significant costs for TAFE Queensland, particularly for delivery of courses in remote areas with fewer students.

TAFE Queensland also delivers in areas where there are no other providers and provides training to disadvantaged and marginalised cohorts as well in thin or niche markets. It also delivers in complex markets requiring a quality workforce and facilities that include workshops with industry standard equipment.

A commitment to delivering government funded training across a large and decentralised state requires a balance between the higher costs needed to support fewer students in remote areas offset by greater numbers and lower costs in urban areas. For example:

- classroom training for concessional students undertaking a Certificate III in Individual Support in Brisbane is subsidised at \$4,077 compared to \$10,192 in the remote Torres Strait Islands; and
- classroom training for all students undertaking a Certificate III in Early Childhood Education and Care in Brisbane is subsidised at \$6,180 compared to \$15,450 in the remote Torres Strait Islands.

The Department of Youth Justice, Employment, Small Business and Training is working with TAFE Queensland, Queensland Treasury and the Department of the Premier and Cabinet to consider the significant role that TAFE Queensland plays in supporting Queensland's diverse communities and the financial implications of training delivery as part of the development of a new Queensland Vocational Education and Training (QVET) Strategy.

The QVET Strategy, the first significant review of VET in 14 years will address a range of issues, including TAFE sustainability in the most contestable market in the nation. Public consultation to inform the development of the new QVET Strategy is currently underway and will close on 18 August 2023. This is addition to the negotiation of a new 5-year National Skills Agreement to support longer term vocational education and training reforms, recognising that a modern and responsive TAFE is the heart of the VET sector.



## ESTIMATES QUESTION ON NOTICE

### No. 4

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#### QUESTION:

Can the Minister please provide an update on the Palaszczuk Government's investment in TAFE and training infrastructure in:

- a) Regional Queensland
- b) South East Queensland?

#### ANSWER:

The Department of Youth Justice, Employment, Small Business and Training (DYJESBT) manages over \$1.5 billion in State-owned training infrastructure across 45 individual sites. DYJESBT's TAFE infrastructure investment enables TAFE Queensland to deliver relevant, high-quality training that meets the needs of industry and, more importantly, the skills Queenslanders need for the jobs now and into the future.

Since 2017, the Queensland Government has invested over \$288 million in upgrading, renewing, and revitalising TAFE campuses to ensure students have access to industry-leading, fit for purpose training infrastructure. This investment is divided as follows:

- Regional Queensland: \$112.8 million;
- South East Queensland: \$134.9 million; and
- State-wide projects: \$40.3 million.

The state-wide projects are part of an investment program that funds multiple upgrades across the portfolio. Examples of these projects include lifts, roads, amenities, awnings and roofs, air conditioning, fencing, lighting and other asset classes.

Since 2017, flagship regional training infrastructure investments include:

- \$32.9 million into Pimlico TAFE to build new and upgraded training facilities, including the consolidation of training delivery on campus;
- \$15 million into Cairns TAFE to renew training facilities and revitalise the campus;
- \$10.9 million into Toowoomba TAFE for a new Rural Centre of Excellence, upgrades to nursing training facilities and new general learning spaces; and
- \$3.5 million into Mount Isa TAFE to upgrade and modernise its Engineering and Trade Training facilities (in partnership with the federal government's Revitalising TAFE Campuses Across Australia initiative).

Through the \$100 million Equipping TAFE for our Future program, a total of \$47.7 million will be invested to support training for leading-edge emerging industries via projects in key regional campuses including: Bowen, Bundaberg Cairns, Hervey Bay, Mackay, Rockhampton, Toowoomba, Townsville, and Whitsundays.

Since 2017, flagship south east training infrastructure investments include:

- \$28.7 million into Gold Coast investment to consolidate and expand Nursing and Allied Health training at Southport TAFE and improve and expand trades training at Ashmore.
- \$19.5 million into Mt Gravatt TAFE to renew training facilities and revitalise the campus including creation of a Fashion Centre of Excellence precinct.
- \$11.8 million into new Coomera Marine Centre of Excellence to provide specialised fit for purpose facilities to help train and prepare the workforce for the anticipated growth in the superyacht and marine industry (in partnership with the federal government's Revitalising TAFE Campuses Across Australia initiative).
- \$25.8 million into the fit-out of the new leased Robina TAFE campus, including a \$10 million contribution from the Equipping TAFE for our Future program. This campus is leading the way as a sustainable vocational training institution in Australia.
- \$10 million investment at Alexandra Hills TAFE for a new nursing and allied health facility, general learning areas, student hub, and upgrades for plumbing trades, engineering, and construction trades.
- \$1.2 million to modernise trade training at Alexandra Hills TAFE by improving Electro-engineering and constructing a new wet trade building in partnership with the federal government's Revitalising TAFE Campuses Across Australia initiative.

A further \$37 million investment in South East Queensland as part of Unite and Recover for Queensland Jobs, partnering with industry to deliver high quality, fit for purpose training facilities. This investment is summarised as follows:

- \$20 million for stage 2 development of the Queensland Apprenticeships Centre (QAC) in Beenleigh, incorporating the Hydrogen Centre of Excellence; and
- \$17 million investment towards the construction of a new \$23 million Renewable Energy Training Facility at Pinkenba.

Through the \$100 million Equipping TAFE for our Future program, a total of \$52.3 million will be invested to support training in leading edge emerging industries via projects in South East Queensland campuses including: Bundamba, Mooloolaba, Robina and Southbank and at the Yarrabilba Community TAFE Learning Centre.

A further \$115.8 million has been invested since 2017 in repairs, maintenance and safety works across these sites, \$37.9 million in Regional Queensland, \$62.7 million in South East Queensland and \$15.1 million in state-wide maintenance works.

In addition, TAFE Queensland has also contributed to the significant training infrastructure investment undertaken by DYJESBT, usually in the form of equipment and loose furniture and fittings. This investment is summarised as follows:

- Regional Queensland: \$1.4 million; and
- South East Queensland: \$3.6 million.

## ESTIMATES QUESTION ON NOTICE

### No. 5

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#### QUESTION:

Can the Minister please provide an update on how the Government will meet future skills needs in Queensland's emerging and critical industries?

#### ANSWER:

As part of a \$1.35 billion investment in employment, small business and skills and training, the Queensland Government is investing in the workforce to ensure we have the right skills in the right locations to support the development of emerging and critical industries that are key drivers of Queensland's strong economy.

The *Good jobs. Good people: Queensland Workforce Strategy 2022-2032* (QWS) recognises that emerging and priority industries like renewable hydrogen, clean energy and new economy minerals will provide opportunities for the state to diversify and grow.

The Queensland Energy and Jobs Plan, released in September 2022, is driving demand for skilled workers across the state, with modelling estimating the plan will support around 100,000 jobs. To prepare Queensland's workforce, the Department of Youth Justice, Employment and Small Business is leading the development of a *Future Energy Workforce Roadmap* for delivery in 2023. This Roadmap is being informed by regional perspectives from across the state and will include practical actions for government and industry.

The *Future Energy Workforce Roadmap* will:

- identify opportunities to build and develop workforce capacity and capability, while ensuring Queensland has the right training in place in the right locations to provide regional workers with more opportunities;
- give visibility to skills needed in the future energy sector and the career pathways available; and
- consider practical ways to address potential skills shortages in key areas of the energy sector.

The *Future Energy Workforce Roadmap* will also build on the *Hydrogen Industry Workforce Development Roadmap 2022–2032* released in July 2022. The Hydrogen Workforce Roadmap was the product of extensive consultation across the state and was the first ever hydrogen-specific workforce Roadmap in Australia at the time of its release.

The *Hydrogen Industry Workforce Development Roadmap 2022–2032* set a path to achieving a strong, adaptable workforce to support Queensland's emerging renewable hydrogen industry with specific practical actions.

Key outcomes so far include:

- Opening of the Hydrogen Centre of Excellence in Beenleigh and developed in partnership with the Plumbing Industry Climate Action Centre, as part of the Queensland Government's \$56 million investment in training infrastructure for renewable energy and hydrogen.
- Investment of \$12.45 million for a new Hydrogen and Renewable Energy Training Facility at TAFE Queensland's Townsville Trade Training Centre (Bohle) for world class training in renewable energy such as solar, wind and hydrogen.
- Opening of the Renewable Energy Training Facility in Pinkenba operated by Electro Group Training (EGT) to deliver world's best practice training in renewable energy supporting 750 apprenticeships each year.
- Expansion of the Gateway to Industry Skills Program (GISP) to create school to hydrogen jobs pathways and increase student engagement with the industry (across 32 Queensland schools covering more than 2000 students over the next three years).
- Co-funding a Skills Formation Officer with Toowoomba and Surat Basin Enterprise and Construction Skills Queensland to learn about hydrogen skills and training needs at the CS Energy Kogan Creek Hydrogen Demonstration Plant.

Queensland's resource industry continues to be a critical industry for the state, with emerging opportunities particularly evident in relation to new economy minerals.

The Queensland Government is developing a Resources Industry Workforce Plan (QRIWP) to identify opportunities to build and develop workforce capacity and capability for the resources sector into the future. Stakeholder engagement across Queensland is underway with the final QRIWP to be released in late 2023.

In addition to these industry-specific workforce strategies, the Queensland Government is also ensuring the state can meet its future skills needs by providing accessible, affordable VET programs that support individuals to participate in training and develop skills that lead to sustainable employment. This includes funding qualifications to address emerging skills needs, such as the Diploma of Cyber Security and Certificate II in Autonomous Technologies, as well as critical skills needs, including the Diploma of Nursing and the Certificate III in Individual Support.

Through the \$15 million VET Emerging Industries (VEI) initiative, the Government is providing support to industry to ensure Queensland has the skilled workers it needs in new, emerging and established industry sectors where occupations and job roles are evolving. The VEI initiative includes a \$5 million Manufacturing Strategy, a \$4 million Energy Strategy, a \$5 million Agribusiness Strategy, and a \$1 million TAFE Screen and Digital Strategy.

Through its \$5.9 million Micro-credentialling Program, another key action out of the QWS, the Queensland Government is also providing modern and flexible pathways that can be used by industry to address current and emerging skills, with a focus on elements like digital or technical disruption that requires skill bridging or updating, and other emerging issues that are not addressed through existing VET products.

Outcomes from the first funding round of this program are anticipated to be announced shortly.

In 2020, the Palaszczuk Government made a commitment to invest \$100 million over three years towards building more training facilities for TAFE. The Equipping TAFE for our Future (ETFOF) initiative is supporting 19 projects in 15 campuses across the state, to support training Queenslanders in growing and emerging industries, including cyber security and defence, advanced manufacturing, robotics, agriculture and aquaculture and, critically, renewable energy and hydrogen.

## ESTIMATES QUESTION ON NOTICE

### No. 6

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#### QUESTION:

Given the Government's focus on support for Queenslanders with the cost of living, could the Minister please advise how people can access training opportunities to upskill or reskill?

#### ANSWER:

Cost of living pressures continue to impact Queensland households and Queenslanders, linked to increased interest rates and rising costs of fuel, groceries and consumables.

In recognition that the cost of training fees can prevent Queenslanders from undertaking training to upskill or reskill, the Queensland and Australian Governments have introduced Fee Free TAFE, which allows eligible Queenslanders to study high priority qualifications for free at TAFE Queensland and Central Queensland University (CQU).

From 1 January to 31 December 2023, eligible Queenslanders are able to undertake one of 87 qualifications through Fee-Free TAFE at TAFE Queensland and CQU, with Mater Education only delivering Diploma of Nursing. To be eligible, you must: permanently live in Queensland; be an Australian citizen, resident or temporary resident with the necessary visa and work permits; be aged 15 years or older and no longer in school; not currently enrolled in a qualification (not including foundation skills training).

Previous cohort restrictions for the Diploma of Nursing were removed on 1 July 2023 providing access to Fee-Free TAFE for all students who commenced the Diploma of Nursing in 2023. For an eligible individual studying the Diploma of Nursing, this could mean a saving of between \$12,600 and \$24,225, with all fees from 1 July 2023 being paid through the Fee-Free TAFE program.

We have already achieved our target with 38,782 places participating in Fee-Free TAFE from 1 January 2023. Popular courses include Certificate III in Early Childhood Education and Care and Certificate IV in Accounting and Bookkeeping.

The Free Apprenticeships for Under 25s program also assists eligible individuals with training and is available for new enrolments until 31 December 2023. Since 2018, over 66,000 apprentices and trainees have accessed fee-free training through approved Skills Assure Suppliers.

Free means the Queensland Government covers the full cost of training in a high priority qualification that is included on the list, so eligible students do not contribute to training fees. However, students may incur related costs such as uniforms and resources costs.

Under Queensland's core priority training programs, such as Certificate 3 Guarantee and Higher Level Skills, a government subsidy is paid by the Queensland Government to the training provider to reduce the cost of fees for students. This means the cost of undertaking a Diploma of Dental Technology will be between \$4,780 to \$6,250 cheaper and the cost of undertaking the Certificate IV in Commercial Cookery will be between \$6,692 and \$8,126 cheaper due to government subsidies.

Concessional rates apply in certain circumstances, such as having a Health Care Card or Pensioner Concession Card; while certain cohorts can access concessional rates including those with a disability, those who identify as an Aboriginal or Torres Strait Islander or adult prisoners.

Programs such as Skilling Queenslanders for Work and the \$8.5 million Diverse Queensland Workforce hubs also offer free training for disadvantaged cohorts to enable them to re-skill or gain new skills and receive wrap around support to address their individual needs. Skilling Queenslanders for Work is a significant investment of \$80 million each year that has seen over 50,000 people gain jobs since 2015.

Through its \$5.9 million Micro-credentialling Program, the Queensland Government is also providing modern and flexible pathways that can be used by industry to address current and emerging skills. Outcomes from the first funding round of this program are anticipated to be announced shortly.

## ESTIMATES QUESTION ON NOTICE

### No. 7

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#### QUESTION:

Can the Minister please advise what support the Government has provided to address workforce shortages across Queensland?

#### ANSWER:

Queensland is leading the nation in job creation by addressing current and future workforce and skills challenges. With a growing economy and an unemployment rate of 3.8 per cent, workforce shortages is one of the most critical issues facing every sector, every industry and every business.

The *Good people. Good jobs: Queensland Workforce Strategy 2022–2032* connects Queenslanders with the work they want, supports employers to develop inclusive work practices and is growing a stronger and more diverse workforce. The Strategy's 2022-2025 Action Plan contains 33 actions, underpinned by a \$70 million investment in new and expanded initiatives that builds upon the extensive suite of Queensland Government support to strengthen the state's workforce.

Since the release of the Strategy in August 2022 the first three-year action plan will have supported approximately 8000 employers, 28,000 jobseekers and workers and approximately 70 industry and community partners. These numbers will continue to grow as implementation progresses.

Key highlights to date include:

- Through the first funding round under the \$20 million Workforce Connect Fund, 16 large-scale projects have been awarded \$12.5 million. This will benefit almost 4,400 employers and support more than 20,000 Queensland workers;
- Partnering with the Local Government Association of Queensland to deliver the Rural and Remote Capacity Building project, providing targeted and tailored skills development and training for staff in 24 rural and remote local councils;
- Expansion of the Diverse Queensland Workforce program to support 2,500 migrants, refugees and international students into work. 85% of exiting participants gained employment;
- Released the \$8.3 million *Paving the Way: First Nations Training Strategy* to support Aboriginal and Torres Strait Islander communities develop skills relevant to local needs;
- Placed Industry Workforce Advisors across the state to provide workforce planning support to 1,800 small and medium sized enterprises across 11 industries;
- Expanded the Gateway to Industry Schools program to include hydrogen, with 2000 students across 32 schools to participate in a new hydrogen project. This builds on the broader Gateway to Industry Schools program which allowed for more than



30,000 students to take part in industry-related activities in 2022 across 10 industries;

- Train and Retain program responding to the 12 recommendations of the Queensland Training Ombudsman's report into barriers for apprentices and trainees;
- Generated 269,000 ad clicks and 50 million impressions of the Let's Protect Respect campaign promoting respect and support for apprentices, trainees and employers so they can complete their training;
- Investing \$2.9 million in the first funding round of the micro-credentialing program to provide increased access to industry-supported short courses. This builds on previous micro-credentialing pilots, including in the tourism industry where micro-credentials were provided for 400 businesses and 1,300 employees; and
- Commenced public consultation to inform the development of a new Vocational Education and Training (VET) Strategy for Queensland to better guide investment and provide quality VET access across Queensland.

The Reimagining Workforce event, held in May 2023, focused on identifying practical and tangible solutions to address workforce challenges for employers, communities and industry. It emphasised the importance of new ways of working and giving greater value to diversity and inclusivity in workplaces. More than 500 people registered to attend face-to-face and via livestream from across Australia.

While job vacancies remain elevated nationwide, more Queenslanders are participating in the workforce. 66.5% of Queensland's working age population is participating in the labour market, up from 65.7% in March 2020. Workforce participation for women and people from non-English speaking backgrounds has recently reached record highs, and youth unemployment is at its lowest level in 14 years.

Implementation of the Queensland Workforce Strategy will continue throughout 2023-24 and beyond.

## ESTIMATES QUESTION ON NOTICE

### No. 8

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#### QUESTION:

Can the Minister please provide an update on the services and programs that are provided in detention centres to rehabilitate detainees?

#### ANSWER:

Youth detention centres hold young people accountable for their offending and offer a range of specialised intervention and support services aimed at addressing their offending behaviour. This occurs through detailed case planning to successfully reintegrate their transition to the community, including through access to education, training, employment pathways and referrals to health and other support services.

The Department of Youth Justice, Employment, Small Business and Training (DYJESBT), provides a range of programs, services and supports for the rehabilitation of young people exiting youth detention.

#### Programs in YDCs

Upon admission to a youth detention centre, young people are assessed by multi-disciplinary teams that include primary health and mental health practitioners, speech and language pathologists, psychologists, case workers and education staff. These assessments are conducted regardless of the young person's legal status and are undertaken with a view to tailoring appropriate services and interventions for the young person.

Programs provided for young people in youth detention are tailored to meet individual risk and needs (including cultural needs), and to cover:

- educational, vocational training and skills offered through the on-site education team run by Education;
- targeted cultural programs (for example Aboriginal and Torres Strait Islander art, dance and cultural history programs and dedicated time with local Elders);
- speech and language programs;
- sport, recreation and fitness programs promoting teamwork, health, wellbeing, and motor skill development;
- life skills programs targeting social and domestic skill development;
- targeted health programs offered through the health team, including mental health education, sexual health awareness, group therapy programs and substance use intervention; and
- behavioural change programs focussed on key issues, including domestic and family violence, emotional regulation and aggression replacement programs.

In March 2022, the 72-hour transition plan process commenced across the state ensuring better information sharing and structured engagement of young people exiting custody. The transition plans are designed to ensure the immediate needs and supports are in place as a young person exits youth detention.

Multi-Agency Collaborative Panels (MACPs) have ensured a collaborative response to the needs of young offenders through a multi-agency and multi-disciplinary approach since 2021. Several agencies are on the MACPs including Youth Justice, Queensland Police Service, Child Safety, Queensland Health and Education. Through this process, relevant agencies provide assessment information specific to each high-risk offender and commit to the delivery of interventions designed to address the underlying cause of their offending irrespective of whether the young person is in detention or supervised within their community.

YDC programs are designed at a level commensurate with young people's age, experience, physical ability, cognitive development, social and emotional development and educational background. Casework also commences for each young person at this point, with a view to actively plan for the young person's supported release from a YDC.

Casework staff complete offence specific risk assessments and refer young people to programs and intervention services to be completed while they are in a YDC that are tailored to meet their assessed needs.

Further activities, suites of evidence based and evidence informed reoffending programs (Changing Habits and Reaching Targets, Aggression Replacement Training, Emotional Regulation and Impulse Control, Girls...Moving On) are also provided commensurate with the behavioural and criminogenic risk factors for each young person. Services are delivered through a range of volunteers and paid service providers, including spiritual and religious activities, life skills and recreational activities.

As per the recommendations from the Youth Detention Review and consistent with the Youth Justice Strategy, the department continues to implement a range of programs that meet the needs of all young people irrespective of age, gender or culture.

### Education services

Education is a key protective factor. The department ensures all young people in youth detention are provided with opportunities for rehabilitation through a structured daily routine, education and other program delivery.

Young people are less likely to re-offend if productively engaged in developmentally appropriate learning programs.

Youth Education and Training Centres operate in all YDCs and are administered by highly trained staff from the Department of Education. All young people in youth detention are offered and engaged in educational and vocational learning opportunities. This includes core curriculum content such as literacy and numeracy, in addition to extra-curricular activities such as drama, music, job-readiness, sporting activities, cultural programs and personal development programs.

In February 2022, Education expanded the delivery of education services in YDCs from 40 weeks per year to 48 weeks per year. This has significantly improved the capacity of YDCs to re-engage young people with the education system, further supporting their successful rehabilitation.

DYJESBT also works with other flexible and alternate education providers such as the Queensland Pathway College to strengthen young people's pathway options through education and training.

The Queensland Government is committed to understanding each young person's risk factors and coordinating the delivery of essential services while they are in custody and effectively transitioning back into the community.

## ESTIMATES QUESTION ON NOTICE

### No. 9

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#### QUESTION:

Can the Minister provide an update on the plans for new Youth Detention Centres?

#### ANSWER:

In February 2023, the Premier announced further increases to youth detention capacity, taking the total number of youth detention beds from 306 to 426 once the new builds are complete.

The Government will build two new therapeutic youth detention centres, building on the good work at the therapeutic West Moreton Youth Detention Centre.

Queensland needs more youth detention centre infrastructure as our population continues to grow and existing infrastructure has aged, and amendments to strong bail laws made by the government take effect.

Sites in the Cairns region are being considered. The first youth detention centre will be built at the Woodford Correctional Precinct north west of Brisbane and is expected to be completed in early 2026. Work to identify a suitable site in the Cairns region is ongoing, with that centre expected to be completed in late 2026.

The Government is in the planning stages and community consultation will be an important part of the process, with community views carefully considered. The Government will also work with Traditional owners.

While youth detention services are needed, support services are critical to address underlying issues leading some young people to offend.

The Government is also looking at a range of interim options to increase capacity and ensure the safety of the community and young people.

Youth detention centre bed capacity has increased from 230 beds in 2015 to 306 beds in 2021, a 33% increase to youth detention capacity.

## ESTIMATES QUESTION ON NOTICE

### No. 10

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#### QUESTION:

Can the Minister please provide an update on what the Department is doing to ensure sufficient staff numbers in youth justice?

#### ANSWER:

The Department has seen significant levels of investment of youth justice positions in recent years to improve community safety, tackle the causes of crime and to support victims.

The total number of full-time equivalent (FTE) youth justice staff has increased by 317 from 1,499 at 30 June 2019 to 1816 at 30 June 2023.

Filling vacancies as they arise is an ongoing priority, especially in youth detention centre (YDCs). As at 30 June 2023, there were 11 FTE vacancies in YDCs (nil at the Brisbane Youth Detention Centre, 9 at the Cleveland Youth Detention Centre and 2 at the West Moreton Youth Detention Centre).

From 2015 to 2023-24 the department has employed more staff in key frontline roles, including:

- 131 FTE in the West Moreton Youth Detention Centre (YDC),
- 115 FTE to support the successful expansion of the Youth Justice Co-Responder Program in partnership with Police
- 85 FTE in Intensive Case Management
- 71 FTE Detention Youth Workers to address capacity issues within detention centres
- 47 FTE to extend and expand the Transition to Success Program
- 10 FTE for the Specialist Youth Crime Rapid Response Squad.

A range of activities were undertaken in 2022-23 focusing on recruitment and selection, retention, learning and professional development and staff satisfaction, including:

- regular employment intakes of Youth Worker in YDCs;
- engaging a professional recruitment firm to lead a national advertising campaign for Detention Youth Workers at the CYDC;
- additional staff in YDCs to improve worker safety;
- worker safety training in regions;

- revision and updating of YDC role profiles so that prospective employees are clear about what the job requirements and skill needs are;
- increased and more contemporary training for staff to build their confidence and capability to work with young people to reduce offending and reoffending;
- support for flexible work arrangements;
- upgraded technology to improve productivity and accountability including Body Worn Cameras in YDCs;
- capital investment to provide workplace infrastructure improvements;
- minimum six-week induction program for more than 150 new YDC Youth Workers that includes cultural awareness, trauma informed practice, a range of practical young person management and engagement skills, ethics and accountability, first aid and CPR, fire safety, suicide and self-harm management, incident response, emergency management, workplace health and safety, separations and introduction to body worn cameras, plus on-the-job training shifts; and
- implementing comprehensive incident response training, in partnership with the Queensland Police Service, referred to as Communication and Resolution Techniques (CART) which provides a range of options to safely de-escalate and resolve violent situations and security threats and promote the safety of young people, staff and visitors to youth detention centres.

## ESTIMATES QUESTION ON NOTICE

No. 11

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### QUESTION:

Can the Minister provide the cost to Youth Justice for all four Machinery of Government changes the Department has been through over the last six years, by change?

### ANSWER:

Any costs associated with machinery-of-government changes are met from within departments' existing budgets.

To provide the cost over the last six years would be an unreasonable research requirement and unnecessarily complex, requiring consultation and validation outside the department.



## ESTIMATES QUESTION ON NOTICE

### No. 12

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#### QUESTION:

Can the Minister detail, by youth detention centre, the number of young people kept in solitary confinement or 'separated' for 20 hours or more per day for a) 1-10 days b) 11-20 days c) 21-30 days d) 31-40 days e) 41-50 days f) 51-60 days g) 61-70 days h) 71 days or more?

#### ANSWER:

Queensland Youth Detention Centres (YDCs) do not use solitary confinement.

In situations where an emergency or other type of incident occurs, including in response to health, safety and security requirements including staff shortages, young people may be secured in their rooms. This is called a separation. Separations occur in accordance with sections 21 and 22 of the Youth Justice Regulation 2016.

During periods of separation, young people continue to have access to health and specialist services, education, caseworkers, cultural liaison officers, and phone contact with family and legal representatives, as appropriate.

When safe to do so, young people are also:

- provided time out of room for recreation activities with a core group of peers;
- engaged in a range of programs facilitated by service providers within the units; and
- able to attend education and recreation programs external to the unit.

During separations for staff shortages, young people will still attend scheduled medical appointments, court appearances or professional, legal and personal visits.

Time spent out of room during authorised separation periods can be impacted by risk presented by the individual young people and/or incidents perpetrated in an accommodation unit, particularly when there are staffing shortages. The Cleveland YDC (CYDC) has been particularly impacted by this during the period.

Noting a timeframe was not provided in the question, data has been extracted for 1 January to 30 June 2023.

Since 1 January 2023, the number of young people who were separated for 20 hours or more on consecutive days by YDC for each of the specified timeframes are as follows:

#### **Brisbane YDC**

1-10 days – 197

11-20 days – 0

21-30 days – 0

31-40 days – 0  
41-50 days – 0  
51-60 days – 0  
61-70 days – 0  
>71 days – 0

### **Cleveland YDC**

1-10 days – 265  
11-20 days – 128  
21-30 days – 22  
31-40 days – 10  
41-50 days – 3  
51-60 days – 1  
61-70 days – 3  
>71 days – 1

### **West Moreton YDC**

1-10 days – 48  
11-20 days – 0  
21-30 days – 0  
31-40 days – 0  
41-50 days – 0  
51-60 days – 0  
61-70 days – 0  
>71 days – 0

Almost all (95%) young people who were separated for 20 hours or more per day during the timeframe for more than 21 days have been classified as serious repeat offenders. Thirty-eight percent of these young people are aged 17 years or older.

Young people can be assessed as high risk with the vast majority exhibiting a propensity to seriously assault staff and other young people, demonstrating significant impulse control issues as well as other complex and challenging behaviours. During these periods, young people continue to have access to supports and services.

Due to current system limitations, comprehensive information about the management of separations cannot be readily extracted for reporting purposes. These issues are currently being rectified, noting the department has invested in urgent and significant system redesign of the separation functionality within the Detention Centre Operational Information System (DCOIS). It is anticipated these changes will be deployed in 2023.

Youth Justice practices are routinely reviewed and scrutinised by a range of internal and external oversight functions. Oversight agencies include the: Office of the Queensland Ombudsman (which now includes the Inspector of Detention Services); Youth Detention Inspectorate; Queensland Family and Child Commission; Office of the Public Guardian; Crime and Corruption Commission; and the Queensland Human Rights Commission. The department continues to work collaboratively with and assist all oversight agencies.

## ESTIMATES QUESTION ON NOTICE

### No. 13

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#### QUESTION:

Can the Minister provide cost of detention per night for (a) youth offenders sentenced to a period of detention and (b) youth offenders held on remand in each of Townsville YDC, Wacol YDC and West Moreton YDC each financial year for each year from 1 July 2020?

#### ANSWER:

The details of the cost per average day per young person in detention are reported by the Productivity Commission in its annual Report on Government Services (ROGS).

The most recent ROGS data refers to the 2021-22 financial year and reports a Queensland “cost per average day per young person” in detention of \$2,086.32 compared with an Australia wide average cost of \$2,720.01. This can be found here: <https://www.pc.gov.au/ongoing/report-on-government-services/2023/community-services/youth-justice>

In 2021-22, Queensland had a lower per average day cost than all other Australian jurisdictions except for Western Australia with an average cost of \$1,460.10. The jurisdiction with the highest cost per average day in 2021-22 was Victoria with a cost per average day of \$5,050.63.

Data for the 2022-23 financial year relating to per person detention costs have not yet been collated for provision to the Productivity Commission for inclusion in the next ROGS. Importantly, ROGS data is not disaggregated by individual detention centres and there is no disaggregation by legal status (remand or sentenced).

The breakdown by youth detention centres as requested is manually intensive and unable to be achieved within the timeframe required. Further, it is unlikely to yield information that is substantively different to what will ultimately be reported by the Productivity Commission through ROGS. For example, the sentenced versus remand disaggregation can be expected to result in the exact same figure. It is expected the cost of detention per night for the West Moreton Youth Detention will be higher given its therapeutic approach and smaller (32 beds) size in comparison to both the Brisbane and Cleveland Youth Detention Centres.

The Report on Government Services is typically released in late January each year.

## ESTIMATES QUESTION ON NOTICE

### No. 14

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#### QUESTION:

Could the Minister provide the number of young people who have participated in an On Country program in a) Cairns b) Mt Isa and c) Townsville by year for the last three years, and the reoffender rate for each region (again by year for the last three years)?

#### ANSWER:

On Country programs are a community driven response providing culture-based rehabilitation for high risk young First Nations people with complex needs to stop them reoffending.

The On Country initiative is presenting mixed outcomes across the three locations. Early findings are showing that On Country is a relevant service that is valued by First Nations peoples and communities.

For the year 2022-2023, there were 133 referrals to On Country programs across all three locations. In the previous year, there were 95 referrals, and 154 in 2020-21, as follows:

#### **Cairns**

2020-21 – 54

2021-22 – 22

2022-23 – 89

#### **Mount Isa**

2020-21 – 45

2021-22 – 31

2022-23 – 25

#### **Townsville**

2020-21 – 55

2021-22 – 42

2022-23 – 19

#### **Total**

2020-21 – 154

2021-22 – 95

2022-23 – 133

Townsville has been funded for an additional 12 months with an evaluation and review to ensure program outcomes are improved.

The Department is working with a new First Nations supplier in Mt Isa, who will deliver a redesigned program and updated outcomes over the next two years.

Findings of an independent evaluation are being considered by the department. This evaluation is largely qualitative and will be supplemented by further data and cost analysis to assess program effectiveness and value for money.

The report will also be provided to the Queensland Audit Office as part of the comprehensive audit of youth justice programs and services.

Of the 132 young people who completed an On Country program in the first 17 months of operation, to 31 March 2022, 69% reoffended within 12 months following their program completion.

Across all three program locations, reoffending rates of young people that completed an On Country program in the 12 months up to 31 March 2022 was *less* than all young people with a proven offence of the same period.

While there were 154 referrals to the program in 2020-2021, the program did not commence until later in the year, with majority of program completions occurring in the following year. Therefore, reoffending data for the initial year of program operation is not included as the number of program completions were too small to derive meaningful conclusions. Information for the most recent year is not yet available due to the requirement for a minimum period of time, post program completion, for reoffending to occur.

## ESTIMATES QUESTION ON NOTICE

### No. 15

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#### QUESTION:

In relation to the recently announced new co-responder teams in a) Mount Isa, b) Hervey Bay, c) South Brisbane d) Toowoomba and e) Ipswich, can the Minister advise for each team,

- a) How many youth justice worker positions have been allocated to the team?
- b) Whether the youth justice workers positions in these teams are approved permanent positions?
- c) Have these positions been filled through internal advertisement or reallocation?
- d) Are these youth justice workers additional positions to existing levels in each region?

#### ANSWER:

Youth Co-responder Teams are dedicated teams of police and youth justice workers who patrol the streets and engage with young people at risk of offending and young people on bail. The program also links to partner agencies and the NGO sector for engagement with young people and to provide support to families.

Examples of their work include transporting young people to a place of safety late at night, helping young people affected by domestic violence or drug addiction issues, assessing the needs of young people and their families and connecting them to services and supports aimed at reducing offending, including mentors, education and training.

Checks are also conducted on young people on court orders, including to ensure they are complying with bail conditions.

The youth co-responder initiative now operates in 13 locations across Queensland after being expanded this year to these five additional areas.

Locations include Townsville, Cairns, Mackay, Rockhampton, Moreton, Brisbane North, Logan, Gold Coast, Hervey Bay and Mt Isa, Toowoomba, Ipswich, South Brisbane and the Fraser Coast.

Additional permanent positions have been allocated to the team through the expansion of the Youth Co-Responder initiative. This includes 7 FTE for Mt Isa, 7 FTE for the Fraser Coast, 8 FTE for Brisbane South, 8 FTE for Toowoomba and 7 FTE for Ipswich.

These positions are in addition to existing staff levels in each region and have been filled through open merit recruitment processes as well as through internal transfer/reallocation of existing staff. Where reallocation or transfer occurs, remaining vacancies are advertised and filled or filled with other movements of staff.

## ESTIMATES QUESTION ON NOTICE

No. 16

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### QUESTION:

With reference the Small Business Strategy Survey that was open from 30/01/2023 to 24/02/2023; will the Minister provide:

- a) any costs associated with the Survey;
- b) the total number of individuals who completed the survey;
- c) a listing of each question asked, the valid response options, and a breakdown of the number of responses received for each answer option (excluding free-form written responses); and
- d) details of any implementation plans to address issues identified in the Survey?

### ANSWER:

- a) The Small Business Strategy Survey was delivered in-house by the former Department of Employment, Small Business and Training, and had no external associated costs.
- b) A total of 864 Queensland small business owners responded to the survey of which 702 were deemed eligible. Eligibility was determined by asking if the respondent owned a Queensland-based small business and the number of people that they employ (i.e. less than 20).
- c) List of survey questions, valid response options and a breakdown of the number of responses received for each answer option as outlined below.
  1. *Which of these statements best describes you?*
    - I am an owner of a Queensland small business – 740 responses
    - I am an employee of a Queensland small business – 59 responses
    - None of these – 65 responses
  2. *[Please enter the postcode of your main business location? Free text box]*
  3. *Which of the following industries does your small business mainly operate in?*
    - Accommodation & Food services – 84 responses
    - Administration and Support – 18 responses
    - Agriculture, Forestry & Fishing – 26 responses
    - Arts and Recreation Services – 34 responses
    - Construction – 45 responses
    - Education and Training – 32 responses
    - Electricity, Gas, Water and Waste Services – 16 responses
    - Financial & Insurance services – 36 responses

- Healthcare & Social Assistance – 59 responses
  - Information Media and Telecommunications – 29 responses
  - Manufacturing – 39 responses
  - Mining – 4 responses
  - Professional, Scientific & Technical services – 91 responses
  - Public Administration and Safety – 2 responses
  - Rental, hiring & Real Estate – 10 responses
  - Retail Trade – 100 responses
  - Transport, Postal or Warehousing – 7 responses
  - Wholesale Trade – 12 responses
  - Other Services – 141 responses
  - Unsure – 14 responses
4. *Other than the business owner or owners, how many people does your business currently employ?*
- None – 232 responses
  - 1-4 employees – 313 responses
  - 5-19 employees – 200 responses
  - 20+ employees – 46 responses
  - 200+ employees – 8 responses (screened out)
5. *What stage is your business currently in?*
- Seed development planning to start business operations – 7 responses
  - Start-up - starting up or have recently started a new business <12 months) – 78 responses
  - Growth – business exploring new opportunities for growing your business – 351 responses
  - Established - mature business focused on maintaining current operations – 225 responses
  - Transition – business going through a period of change – 53 responses
  - Succession business looking to sell or wind down – 20 responses
  - Unsure – 11 responses
6. *Do you or your business identify as any of the following?*
- Social Enterprise – 45 responses
  - Rural business – 101 responses
  - Family owned or operated business – 425 responses
  - Indigenous founded, owned or operated business – 22 responses
  - Female founded, owned or operated business – 310 responses
  - Migrant founded, owned or operated business – 46 responses
  - Business owner/operator with disability – 43 responses
  - Young person (<30 years old) founded, owned or operated business Rural business – 41 responses
  - None of the above – 85 responses



- Unsure – 9 responses

7. *Does your business prioritise actions to support the employment of any of the following groups?*

- Aboriginal and/or Torres Strait Islander people – 85 responses
- Culturally and linguistically diverse people – 86 responses
- People living with a disability – 81 responses
- Women – 201 responses
- Youth (under 25 years) – 119 responses
- Mature age (45 years and over) – 138 responses
- All cohorts are prioritised equally – 337 responses
- None of the above – 193 responses

8. *What are the key operating priorities for your business over the next 12 months? Please select in order of priority your top three priorities.*

*What is the first key operating priority?*

- Recruiting or retaining staff – 112 responses
- Building your customer base – 174 responses
- Increasing sales – 147 responses
- Increasing profitability – 141 responses
- Reducing costs – 37 responses
- Improving online capability/cybersecurity – 12 responses
- Moving premises / expanding business facilities – 18 responses
- Building resilience – 18 responses
- Looking at how business can be more sustainable – ethically, environmentally, socially responsible – 13 responses
- Contracting out functions to external providers – 6 responses
- Diversifying /expanding product/or service range/Research and Development – 29 responses
- Accessing new target markets – 15 responses
- Expanding into other locations – 9 responses
- Other (Please specify) – 14 responses

*What is the second operating priority?*

- Recruiting or retaining staff – 101 responses
- Building your customer base – 109 responses
- Increasing sales – 150 responses
- Increasing profitability – 117 responses
- Reducing costs – 63 responses
- Improving online capability/cybersecurity – 27 responses
- Moving premises / expanding business facilities – 12 responses
- Building resilience – 28 responses
- Looking at how business can be more sustainable – ethically, environmentally, socially responsible – 24 responses

- Contracting out functions to external providers – 10 responses
- Diversifying /expanding product/or service range/Research and Development – 43 responses
- Accessing new target markets – 33 responses
- Expanding into other locations – 19 responses
- Other (Please specify) – 9 responses

*What is the third operating priority?*

- Recruiting or retaining staff – 106 responses
- Building your customer base – 74 responses
- Increasing sales – 70 responses
- Increasing profitability – 131 responses
- Reducing costs – 64 responses
- Improving online capability/cybersecurity – 35 responses
- Moving premises / expanding business facilities – 20 responses
- Building resilience – 49 responses
- Looking at how business can be more sustainable – ethically, environmentally, socially responsible – 34 responses
- Contracting out functions to external providers – 24 responses
- Diversifying /expanding product/or service range/Research and Development – 60 responses
- Accessing new target markets – 47 responses
- Expanding into other locations – 15 responses
- Other (Please specify) – 16 responses

9. *As a business owner, what are some of the challenges that are impacting your ability to pursue your goals/priorities? Please select in order of priority your top three challenges.*

*What is the first challenge?*

- Recruiting and retaining staff – 143 responses
- Finding customers – 153 responses
- Energy costs – 17 responses
- Fuel costs – 19 responses
- Labour costs – 48 responses
- Cost of goods – 45 responses
- Cost of insurance – 21 responses
- Profitability – 70 responses
- Leasing issues/securing suitable premises – 13 responses
- Supply chain delays for goods or equipment – 19 responses
- Lack of expertise and knowledge within the business for support functions (HR/marketing/administration) – 17 responses
- Lack of digital skills (website/ecommerce/social media) – 24 responses
- Upgrade of digital hardware/technology needed – 10 responses
- Access to finance – 52 responses

- Lack of business skills, financial literacy or experience – 11 responses
- Red Tape and compliance (Please provide further details) – 39 responses
- Lack of resources and equipment to meet demand – 17 responses
- Other (Please specify) – 27

*What is the second challenge?*

- Recruiting and retaining staff – 68 responses
- Finding customers – 89 responses
- Energy costs – 36 responses
- Fuel costs – 20 responses
- Labour costs – 84 responses
- Cost of goods – 73 responses
- Cost of insurance – 55 responses
- Profitability – 115 responses
- Leasing issues/securing suitable premises – 14 responses
- Supply chain delays for goods or equipment – 15 responses
- Lack of expertise and knowledge within the business for support functions (HR/marketing/administration) – 26 responses
- Lack of digital skills (website/ecommerce/social media) – 29 responses
- Upgrade of digital hardware/technology needed – 16 responses
- Access to finance – 26 responses
- Lack of business skills, financial literacy or experience – 6 responses
- Red Tape and compliance (Please provide further details) – 25 responses
- Lack of resources and equipment to meet demand – 16 responses
- Other (Please specify) – 32 responses

*What is the third challenge?*

- Recruiting and retaining staff – 67 responses
- Finding customers – 62 responses
- Energy costs – 22 responses
- Fuel costs – 18 responses
- Labour costs – 65 responses
- Cost of goods – 60 responses
- Cost of insurance – 57 responses
- Profitability – 118 responses
- Leasing issues/securing suitable premises – 11 responses
- Supply chain delays for goods or equipment – 29 responses
- Lack of expertise and knowledge within the business for support functions (HR/marketing/administration) – 27 responses
- Lack of digital skills (website/ecommerce/social media) – 47 responses
- Upgrade of digital hardware/technology needed – 25 responses
- Access to finance – 34 responses
- Lack of business skills, financial literacy or experience – 18 responses

- Red Tape and compliance (Please provide further details) – 24 responses
- Lack of resources and equipment to meet demand – 22 responses
- Other (Please specify) – 39 responses

10. *What kind of support from government would your business benefit from to help achieve your goals? Please select in order of priority your top three.*

*What is the first kind of support?*

- Grants and other financial assistance – 330 responses
- Online resources including (e.g. guides/ videos/webinars) – 10 responses
- Mentoring – 29 responses
- General business skills training/financial literacy training – 28 responses
- Digital skills training including cybersecurity – 16 responses
- Social media / marketing / promotion skills training – 48 responses
- Mental health and wellbeing support – 11 responses
- Networking opportunities – 29 responses
- Procurement and tendering assistance – 27 responses
- Help with workforce (e.g. recruiting / retaining staff, training/virtual workforce) – 59 responses
- Help reducing costs (e.g. electricity rebate) – 85 responses
- Help negotiating leasing issues – 9 responses
- Checklists related to operating a business (e.g. starting and growing a business, recruiting staff) – 7 responses
- Product development assistance – 16 responses
- CALD specific resources / support (e.g. translator, resources in multiple languages) - 0 responses
- Other – 41 responses

*What is the second kind of support?*

- Grants and other financial assistance – 123 responses
- Online resources including (e.g. guides/ videos/webinars) – 26 responses
- Mentoring – 44 responses
- General business skills training/financial literacy training – 38 responses
- Digital skills training including cybersecurity – 32 responses
- Social media / marketing / promotion skills training – 66 responses
- Mental health and wellbeing support – 18 responses
- Networking opportunities – 59 responses
- Procurement and tendering assistance – 22 responses
- Help with workforce (e.g. recruiting / retaining staff, training/virtual workforce) – 72 responses
- Help reducing costs (e.g. electricity rebate) – 131 responses
- Help negotiating leasing issues – 19 responses
- Checklists related to operating a business (e.g. starting and growing a business, recruiting staff) – 22 responses
- Product development assistance – 26 responses

- CALD specific resources / support (e.g. translator, resources in multiple languages) – 1 response
- Other – 46 responses

*What is the third kind of support?*

- Grants and other financial assistance – 91 responses
- Online resources including (e.g. guides/ videos/webinars) – 33 responses
- Mentoring – 50 responses
- General business skills training/financial literacy training – 35 responses
- Digital skills training including cybersecurity – 37 responses
- Social media / marketing / promotion skills training – 68 responses
- Mental health and wellbeing support – 55 responses
- Networking opportunities – 60 responses
- Procurement and tendering assistance – 31 responses
- Help with workforce (e.g. recruiting / retaining staff, training/virtual workforce) – 51 responses
- Help reducing costs (e.g. electricity rebate) – 91 responses
- Help negotiating leasing issues – 16 responses
- Checklists related to operating a business (e.g. starting and growing a business, recruiting staff) – 26 responses
- Product development assistance – 33 responses
- CALD specific resources / support (e.g. translator, resources in multiple languages) – 2 responses
- Other – 66 responses

*11. Where do you obtain information for your business?*

- Industry Association /Peak Body – 367 responses
- Local Chamber of Commerce – 169 responses
- Local Government (e.g. Economic Development Officers) – 133 responses
- Business advisor (e.g. accountant, solicitor, business coach) – 399 responses
- State Government website / Business Queensland – 274 responses
- Other business / government websites – 231 responses
- Other business owners / networking – 406 responses
- Small Business Connect Newsletter – 133 responses
- Queensland Government's Small Business Hotline – 18 responses
- Facebook / Social Media/Podcasts – 326 responses
- By email – by subscribing to organisations – 287 responses
- By text – by signing up to receive alerts – 23 responses
- I don't know where to go for information – 38 responses
- Other – 47 responses

12. *What is the best way for you to receive information from government? (Select one)*

- Industry Association / Peak Body – 66 responses
- Via Local Chamber of Commerce – 37 responses
- Via Local Government (e.g. Economic Development Officer) – 21 responses
- Via Business advisor (e.g. accountant, solicitor, business coach) – 45 responses
- State Government website / Business Queensland / Queensland Small Business Commissioner website – 64 responses
- Small Business Connect Newsletter – 90 responses
- Queensland Government's Small Business Hotline – 6 responses
- In-person (e.g. events, networking) – 62 responses
- Online events (e.g. webinars) – 34 responses
- Facebook / Social Media /Podcasts – 43 responses
- By email – by subscribing to government agencies – 248 responses
- By text – by signing up to receive alerts – 8 responses
- Other (Please specify) – 15 responses

13. *What government services, if any, has your business accessed in the last three years?*

- Information (e.g. Business Queensland) – 305 responses
- Services (e.g. mentoring networking events, training) – 178 responses
- Finance (e.g. grants) – 327 responses
- Other (Please specify) – 25 responses
- None – 227 responses

14. *Thinking about when you accessed government support for your business was the impact on your business positive or negative?*

a) *If positive, what was the impact to your business? (446)*

- Employed staff and/or retained staff? – 135 responses
- Increased sales and revenue – 115 responses
- Increased profitability – 78 responses
- Saved time (less red tape) – 78 responses
- Reduced costs (e.g. implementation of new technologies) – 76 responses
- Accessed new market opportunities (e.g. export) – 63 responses
- Secured tender opportunity or achieved prequalification – 21 responses
- Other impacts (Please specify) – 116 responses

b) *b) If negative, please explain why? (66)*

15. *[Do you have any other comments / feedback on the issues impacting Queensland small business, or how the Queensland Government can better assist Queensland small businesses? Free text box]*

Throughout the report, where question responses do not sum to 100 per cent or 702, this is due to either ineligible responses that were screened out, optional questions that were not answered or questions allowing multiple responses.

- d) The findings of the survey will inform the development of a new Small Business Strategy.

## ESTIMATES QUESTION ON NOTICE

### No.17

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#### QUESTION:

With reference to the delivery of vocational training in Queensland, during the period of the 2022/23 financial year, will the Minister advise:

- a) the total number of complaints received by the Department or Training Ombudsman;
- b) details of any complaints including the program concerned, the general nature of the complaint, the timeframe taken to resolve the complaint, and the total cost of any State Government funding related to the complaint;
- c) details of any substantiated complaints and the resolution to the complaint; and
- d) a listing of the number of complaints received concerning State Government entities (listed separately by entity and the aggregated number of complaints for each entity)?

#### ANSWER:

- a) the total number of complaints received by the Department or Training Ombudsman;

In 2022-23, the Department of Youth Justice, Employment, Small Business and Training (DYJESBT) provided funding through its vocational education and training programs to over 220,000 students, with around 450 qualification and 30 skill sets funded. This training was provided through approximately 370 Skills Assure Suppliers contracted by the department.

In 2022-23, the department received 28 complaints about 27 Skills Assure Suppliers (SAS), noting two complaints referenced one SAS.

Additionally, DYJESBT also received four complaints related to vocational training more broadly.

The Office of the Queensland Training Ombudsman received 558 complaints in 2022-23.

- b) details of any complaints including the program concerned, the general nature of the complaint, the timeframe taken to resolve the complaint, and the total cost of any State Government funding related to the complaint;

Queensland's core skilling programs under the Skills Assure framework are the User Choice, Certificate 3 Guarantee and Higher Level Skills programs, which enable eligible Queenslanders to receive training to acquire the skills needed to gain employment or improve their career prospects.



Complaints received in relation to SAS related to the following:

- quality of training received (8 complaints);
- student fees (4 complaints);
- suspected fraud (4 complaints);
- false and misleading information (3 complaints);
- vocational placement (1 complaint);
- trainers (3 complaints);
- statement of attainment not issued (2 complaints); and
- departmental policy (1 complaint).

Two additional SAS complaints were deemed out of scope. When a complaint is received that does not relate to funding subsidised by the Queensland Government, the complaint is deemed out of scope and is referred to the Queensland Training Ombudsman or the Australian Skills Quality Authority (ASQA).

Of the four broader vocational training complaints, two complaints related to vocational training departmental procedures, and two were customer complaints.

Given the range and complexity of SAS complaints received during 2022-23, the timeframe upon which a complaint was resolved varied from one day to ten months in 2022-23 (noting some complaints require detailed investigation and may involve referrals to law enforcement agencies). Of the 17 closed complaints, 70% were completed within one month.

Further, all four of the DYJESBT general vocational training complaints are closed, with three of four closed within one month.

DYJESBT is unable to place a monetary value against all complaints, as the matters raised in a complaint may give rise to issues that extend beyond the individual complainant or complaint.

The Office of the Queensland Training Ombudsman advises due to privacy reasons, the details of individual complaints are not reported. As at 30 June 2023, 51.8% of complaints received by the Office of the Queensland Training Ombudsman have been completed within 30 days.

c) details of any substantiated complaints and the resolution to the complaint;

As at 30 June 2023, four of the 17 closed SAS complaints involving three unique SAS were substantiated with resolution as follows:

- SAS reimbursement of student fees
- termination of two SAS.

11 complaints remain open.

The Office of the Queensland Training Ombudsman advises due to privacy reasons, the details of individual complaint resolutions are not reported. As at 30 June 2023 73.9% of Office of the Queensland Training Ombudsman complainants achieved their desired outcome.

d) a listing of the number of complaints received concerning State Government entities (listed separately by entity and the aggregated number of complaints for each entity)?

One SAS complaint related to TAFE Queensland.

The four complaints broadly related to vocational training were in relation to DYJESBT.

The Office of the Queensland Training Ombudsman (OQTO) advises 21 of the complaints received by the OQTO related to TAFE Queensland.

The OQTO publishes quarterly performance reports on its website.

## ESTIMATES QUESTION ON NOTICE

### No.18

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#### QUESTION:

With reference to the Big Plans for Small Business Strategy, during the 2022/23 financial year, will the Minister advise:

- a) The amount of funding expended on the Business Ready initiative and any outcomes of that initiative;
- b) The amount of funding expended on the Mentoring for Growth program and any outcomes of that program;
- c) The amount of funding expended on the Go Global Export program and any outcomes of that program;
- d) The amount of funding expended on completion of a Digital Transformation Program Business Case and advise if the business case has been completed; and
- e) The amount of funding expended on Queensland Small Business Month and any outcomes delivered by Queensland Small Business Month?

#### ANSWER:

- a) Business Ready
  - The Business Ready project aimed to support businesses and business intenders with easy access to critical information on growing a business.
  - The project reviewed, updated and created visual aids for over 600 pages of content on the Business Queensland website. The project was completed in February 2023 with \$755,210 expended in 2022-23.
  - Business Ready was underpinned by extensive customer research to determine what businesses want and the ways to receive information online.
  - The improvements delivered under the Business Ready project includes critical foundation business subjects like finance, employment, marketing, digital business and sales.
  - The content was designed to be more visually engaging and provide contemporary guidance with re-structured pages, videos, diagnostic tools, templates and downloadables, all of which helps businesses be better prepared to successfully start and grow their businesses.
  - This included a total redevelopment of content and format for the key business topic areas of:
    - marketing, advertising and promotion;
    - human resources and employment;
    - starting or buying a business;
    - exiting a business;
    - running a business;
    - sales and customer service;
    - risk management and business continuity;

- business planning; and
  - growth and business improvement.
- This also included the development and delivery of a redesigned Business Queensland website and future roadmap of potential activity.
  - An extensive research and testing process was undertaken to ensure the new content met the needs of Queensland's small business sector.
  - The department's Service Delivery Statement includes the average score out of 5 by customers for how easy it is to use the Business Queensland website. The target for this measure is 3.5. As at 30 June 2023, the new Business Ready products were exceeding the target score, averaging 4.

#### b) Mentoring for Growth

- \$0.1 million over two years was approved under the *Big Plans for Small Business Strategy 2021-23* to continue the Mentoring for Growth (M4G) program.
- \$102,000 was expended in 2022-23, which included approved carryover funds from previous financial years.
- As part of the Queensland Government Election Commitment to deliver professional development activities to M4G mentors, training in the areas of cultural sensitivity and awareness and facilitation skills development was offered to mentors in 2022-23 to help them in their role as a volunteer mentor with the program. 60 mentors participated in these training opportunities.
- To better support Queensland's Culturally and Linguistically Diverse businesses, information on the M4G program was translated into 10 different languages and made available on the Business Queensland website and via printed collateral.
- In 2022-23, the M4G program commenced the 'Ask a Mentor' article series. This series includes a suite of webinars featuring M4G mentors presenting on topical business issues. Eight webinars, attracting over 1000 registrations, were held in 2022-23 covering topics such as workforce management, managing business finances and marketing strategy and planning.
- Funding was committed to improve the online registration and booking process for both mentees and mentors and this work will commence in Q1 2023-24.
- In 2022-23, M4G hosted 318 sessions with 309 unique businesses with mentors providing 507 volunteer hours of customised business mentoring. There are currently more than 350 mentors in the program.

#### c) Go Global Export program

- Responsibility for this initiative sits with Trade and Investment Queensland to boost export capability, equip businesses for ongoing export success and create jobs and prosperity for Queensland.
- Responsibility for this initiative sits with the Treasurer and Minister for Trade and Investment. It is recommended that the question is directed to the relevant portfolio minister.

d) Digital Transformation Program Business Case

- Responsibility for this initiative sits with the former Department of Communities, Housing and Digital Economy to investigate how to bring better connectivity to other areas of Queensland.
- Following recent machinery of government changes, this initiative has now transitioned to the Department of Transport and Main Roads. It is recommended that the question is directed to the relevant portfolio minister.

e) Queensland Small Business Month 2023

- Queensland Small Business Month 2023 (QSBM2023) celebrated Queensland small businesses and the vital contribution they make to the economy and communities across the state.
- QSBM2023 included events and activities hosted across Queensland to share information and tools to assist small business owners.
- The Department of Youth Justice, Employment, Small Business and Training (DYJESBT) partnered with local stakeholders to deliver a total of 31 events, with a wide range of other events run by the small business community.
- The QSBM online program delivered 20 online sessions with recordings available on the Business Queensland website as an ongoing resource for small business.
- Online sessions covered a range of topics including cyber security, workforce planning, innovation, workplace health and safety obligations for small business and understanding tenancy agreements.
- The Regional Networker Grant Program provided \$2,000 to regional Chambers of Commerce and Industry and small business associations to deliver regional events. The total value of approved grants was \$80,379.
- More than 40 organisations were successful in receiving funding with regional events held in a range of regional locations that had not previously held Small Business Month events, including Atherton, Canungra, Cloncurry, Longreach and Goondiwindi.
- The total spend for QSBM 2023 was \$279,589.

## ESTIMATES QUESTION ON NOTICE

### No.19

#### QUESTION:

With reference to the SDS a) How much is being invested through TAFE Queensland to directly address the skilled labour shortages within the Queensland agricultural industry and b) What campuses are equipped to offer practical, hands-on industry training?

#### ANSWER:

a) How much is being invested through TAFE Queensland to directly address the skilled labour shortages within the Queensland agricultural industry

Further to Question on Notice 565 asked of the Minister for Agricultural Industry Development and Fisheries and Minister for Rural Communities tabled on 9 June 2023, through the Department of Youth Justice, Employment, Small Business and Training (DYJESBT), the Queensland Government provides accessible and affordable vocational education and training (VET) programs to support individuals to participate in training and develop skills that lead to sustainable employment.

VET investment targets key industry areas, including agriculture, and priority cohorts to build collective capacity to meet workforce needs. The following table indicates TAFE Queensland investment under the Queensland Government's VET programs for Agriculture and Horticulture:

	2020-21	2021-22	2022-23	2020-21	2021-22	2022-23
	\$			Students		
Total	\$5,714,583	\$7,046,638	\$7,914,128	3,390	3,454	3,310

TAFE Queensland offers a range of government subsidised qualifications in rural operations, agriculture and agribusiness management, as well as conservation and land management. These government subsidised qualifications include:

- Certificate II in Animal Care
- Certificates II and III in Rural Operations
- Certificates II and III and Diploma in Agriculture
- Certificate II and III in Production Horticulture
- Certificate III in Animal Care Services
- Certificate III in Animal Studies
- Certificate III in Wildlife and Exhibited Animal Care
- Certificate IV in Veterinary Nursing
- Diploma of Agribusiness Management
- Certificates II and III in Horticulture
- Certificate III in Landscape Construction
- Certificate III in Parks and Gardens

- Certificate III in Sports Turf Management
- Certificates I and III in Conservation and Ecosystem Management
- Certificates I, II and III in Conservation and Land Management.

Under Fee Free TAFE, 37,000 VET places are being offered in 2023, including Agriculture in Certificate III in Rural Operations and Certificate III in Agriculture to eligible participants.

Under the VET Emerging Industries initiative, TAFE Queensland has been funded \$2 million to deliver the TAFE Queensland Agricultural, Rural and Regional Strategy, with projects including development of online and interactive training products to support flexible delivery of agriculture qualifications and development of a micro-credential in drones to support their operations in the agriculture sector.

b) What campuses are equipped to offer practical, hands-on industry training?

To support the growth in the agriculture training sector, DYJESBT has committed to significant upgrades for agriculture industry training including:

- \$2.7 million stage 1 new Rural Centre of Excellence at Toowoomba, completed in 2020 (part of Advancing Our Training Infrastructure 2017 election commitment);
- \$1.1 million stage 2 of Rural Centre of Excellence at Toowoomba, completed in 2022 (part of Equipping TAFE for our Future election commitment);
- \$3.4 million Agriculture Training Centre of Excellence at Bowen, completed in 2022 (part of Equipping TAFE for our Future election commitment);
- \$3.35 million Agriculture and Horticulture Centre at Bundaberg, commence 2023 (part of Equipping TAFE for our Future election commitment); and
- \$2 million Aquaculture Training Centre at Cannonvale, completed in 2023 (part of Equipping TAFE for our Future election commitment).

TAFE Queensland also provides agricultural related qualifications and non-accredited courses at other campuses including Ashmore, Burdekin, Cairns, Grovely, Hervey Bay, Ipswich, Kingaroy, Loganlea, Mt Gravatt, Nambour, Redcliffe, Roma, Southbank, Southport, Townsville Trade Training Centre, and Warwick. In some instances, due to specialised training requirements TAFEQ undertake partnerships with privately owned farms to utilise their facilities. To meet the needs in the regional north TAFEQ currently leases facilities in Walkamin.

## ESTIMATES QUESTION ON NOTICE

### No. 20

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#### QUESTION:

With reference to the Cleveland Detention Centre, will the Minister advise, on average, how much it costs the State Government per day to detain a youth offender in the Cleveland Youth Detention Centre?

#### ANSWER:

The details of the cost per average day per young person in detention are reported by the Productivity Commission in its annual Report on Government Services (ROGS).

The most recent ROGS data available refers to the 2021-22 financial year and reports a Queensland “cost per average day per young person” in detention of \$2,086.32 compared with an Australia wide average cost of \$2,720.01. This can be found here: <https://www.pc.gov.au/ongoing/report-on-government-services/2023/community-services/youth-justice>.

In 2021-22, Queensland had a lower per average day cost than all other Australian jurisdictions except for Western Australia with an average cost of \$1,460.10. The jurisdiction with the highest cost per average day in 2021-22 was Victoria with a cost per average day of \$5,050.63.

Data for the 2022-23 financial year relating to per person detention costs have not yet been collated for provision to the Productivity Commission for inclusion in the next ROGS. Importantly, ROGS data is not disaggregated by individual detention centres and there is no disaggregation by legal status (remand or sentenced).

The breakdown by youth detention centres as requested is manually intensive and unable to be achieved within the timeframe required. Further, it is unlikely to yield information that is substantively different to what will ultimately be reported by the Productivity Commission through ROGS. For example, the sentenced versus remand disaggregation can be expected to result in the exact same figure. It is expected the cost of detention per night for the West Moreton Youth Detention will be higher given its therapeutic approach and smaller (32 beds) size in comparison to both the Brisbane and Cleveland Youth Detention Centres.

The Report on Government Services is typically released in late January each year.



**Additional information provided by Minister for Education,  
Minister for Industrial Relations and Minister for Racing**

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Office of the  
**Director-General**

Department of  
**Education**

15 AUG 2023

Mr Rob Hansen  
Committee Secretary  
Education, Employment and Training Committee  
Email: [EETC@parliament.qld.gov.au](mailto:EETC@parliament.qld.gov.au)

Dear Mr Hansen

Thank you for the email dated 7 August 2023 regarding the transcript for the Education, Employment and Training Committee's public hearing for the 2023–24 portfolio budget estimates held on Thursday, 3 August 2023.

As requested, minor amendments have been provided to your office for consideration to ensure the accuracy of spelling and grammar of the transcript.

Further clarifications of some statements made by attendees are provided in the enclosed table for the Committee's consideration.

Should you wish to discuss this matter further, I invite you to contact Ms Catherine Howe, Director and CLLO, Ministerial and Executive Services Unit, on [REDACTED] or by email at [REDACTED]

Thank you for raising this important matter with me.

Yours sincerely

[REDACTED]  
**MICHAEL DE'ATH**  
**Director-General**

Ref: 23/CLLO

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## Proposed clarifications to transcript

Page	Speaker	Para	What is in transcript	Suggested amendment to transcript	Explanation
9	Ms GRACE	12	...centre for early childhood learning and development...	centre for early childhood <b>educator</b> learning and development	What was said is inaccurate, please amend.
32	Ms CONNOR	16	...animals that had <b>a dear</b> threshold.	<b>animals that had a result under the</b> threshold.	What was said is not clear, please amend.
34	Mr SCOTT	5	...they can ride at three kilos <b>heavier</b> basically...	stated 'heavier', however, should have said 'lighter'.	What was said is inaccurate, please amend.
31	Ms GRACE	6	...committed to at the <b>2022</b> election.	Should be 2020 Election.	What was said is inaccurate, please amend.
31	Ms GRACE	6	...; and Chinchilla State High School in Warrego. Can I tell you that everyone is jealous of the one in Chinchilla. When I was in Roma they were all talking about the Chinchilla hall.	Oakey State High School in Condamine; and Chinchilla State High School in Warrego. Can I tell you that everyone is jealous of the one in Chinchilla. When I was in Roma they were all talking about the Chinchilla hall. Everybody wants to get one.	What was said is inaccurate, please amend.
31	Ms GRACE	7	...Macalister; a new multipurpose hall at <b>Chandler</b> —I have seen that,...	Chancellor NOT Chandler	What was said is inaccurate, please amend.
41	Mr De'Ath	7	...acting deputy director...	Acting Deputy Director-General	What was said is inaccurate, please amend.

**Additional information provided by Minister for  
Employment and Small Business, Minister for Training and  
Skills Development and Minister for Youth Justice**

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## ESTIMATES REQUEST FOR INFORMATION

### No. 1

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MR B MICKELBERG ASKED THE MINISTER FOR EMPLOYMENT AND SMALL BUSINESS, MINISTER FOR TRAINING AND SKILLS DEVELOPMENT AND MINISTER FOR YOUTH JUSTICE  
(HON D FARMER) —

#### **QUESTION:**

How many students who left the Cleveland Education and Training Centre [located at the Cleveland Youth Detention Centre] prior to completing a qualification continued on training and then finished their qualification once they were released?

#### **ANSWER:**

The Department of Youth Justice, Employment, Small Business and Training (DYJESBT) collects vocational education and training (VET) data for the purposes of the Queensland Government's investment in training and skills, including VET undertaken at school (or VETiS).

According to DYJESBT's VET datasets, there were 80 individuals with VETiS activity at Cleveland Youth Detention Centre in calendar years 2021 and/or 2022.

A number of students may still be undertaking training or may yet enrol in further training. Some students may move in and out of training, education and programs depending on their personal circumstances particularly in disadvantaged communities.

These courses provide foundational life skills that prepare them for independence and work.

Of the 80 individuals, there were 21 individuals who have enrolled in VET training external to Cleveland Youth Detention Centre from 2021 onwards, with either a private registered training organisation, school or TAFE.

Three (3) of these students have completed VET training external to Cleveland Youth Detention Centre for a total of 4 qualifications (1 student completed 2 separate VET qualifications).

Three (3) students also separately completed their qualification while still within the Cleveland Youth Detention Centre.

This data only includes individuals who have undertaken VET training that was subsidised by the Queensland Government.

The Department of Education have advised that upon exit of detention, there are processes and support available for young people to continue the courses they had

started in Cleveland Education and Training Centre (located in the Cleveland Youth Detention Centre).

Upon release from a Youth Detention Centre, there are a number of different pathways that students may have undertaken, including returning to school, undertaking other Government or privately funded training or gaining employment.